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Committee on the Elimination of Discrimination Against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States Parties

FRANCE

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1. France ratified the Convention on the Elimination of All Forms of Discrimination Against Women on 14 December 1983.

2. At the date of entry into force of the Convention on 13 January 1984, most of the measures which States parties undertake to introduce for the purpose of its implementation had already been adopted and put into practice in France.

3. In recent years, the French Government has continued its efforts to introduce new provisions in internal legislation designed to eliminate any forms of discrimination against women which might still exist.

At the same time it has developed a policy for the promotion of women's rights.

In the future, it expects to continue the work so far accomplished both at national and international level.

4. In accordance with the requirements of article 18 of the Convention, this report will refer to the legislative, judicial and administrative measures adopted in France which enable the provisions of the Convention to be given effect. Progress made in this context within the last five years will be particularly underlined.

PART ONE

GENERAL PROVISIONS

5. The principles of equality and non-discrimination enunciated are explicitly guaranteed by tne French Constitution of 4 October 1958 which reproduces the preamble of the Constitution of 19 October 1946: "The law guarantees women rights equal to those of men in all fields".

6. Domestic legislation establishes the equality of men and women in all areas of political, economic and social life.

7. In addition, France is party to those international agreements which provide for the elimination of any sexual discrimination in the enjoyment of rignts and freedoms recognized by these conventions, notably:

- The International Covenant on Economic and Social Rignts of 16 December 1966;

- The International Covenant on Civil and Political Rights of 16 December 1966;

- The Convention for Protection of Human Rights and Fundamental Freedoms of 4 November 1950 in the framework of the Council of Europe.

- Protocol No. 7 to the Convention for Protection of Human Rights and Fundamental Freedoms mentioned above.

France has also recognized the competence of the "jurisdictions" instituted by tne second and third above-mentioned instruments to deal with complaints submitted by citizens who consider they are victims of violations of the rights thus guaranteed.

8. Furthermore, more than 10 years ago, the public authorities established an administrative structure to ensure the full development and progress of women. A Secretariat of State responsible for the status of women was set up in July 1984, and then in September 1976 a national delegation for the status of women and a Secretariat of State for Women's Employment. The present Ministry of Women's Rights set up in 1981 was allocated a larger budget of its own in order to develop its programme.

PART TWO

POLITICAL RIGHTS

(Articles 7 to 9)

7 (a)

9. Women enjoy equal voting rights with men, without any discrimination, in all elections and the right to stand for election to all publicly elected bodies.

The order of 21 April 1944 concerning the organization of the public authorities in France after the liberation states: "Women are entitled to vote and stand for election on the same terms as men".

The Constitution of 4 October 1958 states that all adults of French nationality of both sexes enjoying civil and political rights are entitled to vote.

10. Furthermore, Organic Law No. 83-1096 of 20 December 1983 repealed article 10-128 of the Electoral Code.

This article, which concerned the election of members of the parliamentary assemblies (deputies and senators) and the President (under paragrapn II of article 3 of law No. 62-1292 of 6 November 1962 as amended) provided that women who had acquired French nationality through marriage were only eligible after a period of ten years had elapsed starting from the date at which no objection could any longer be raised to their acquisition of French nationality. That text reflected the situation at a time when only women could acquire French nationality by marriage.

As, since then, men have become able to acquire French nationality by this means, the result was that article LO-128 took on a discriminatory character vis-á-vis women, since men were not explicitly envisaged in paragraph 2 of that article.

The elimination of article LO-128 removed this discrimination since, subsequently, men and women acquiring French nationality, by whatever means, have been immediately eligible for election as deputy, senator or President of the Republic.

This law of 20 December 1983 enabled the French Government on 22 March 1984 to withdraw its reservation to article 7 of the Convention which it had entered when depositing its instruments of ratification.

7 (b) and (c)

11. Women enjoy on equal terms with men the right to hold any public office and perform all public functions at all levels of government, and the right to participate in non-governmental organizations and associations concerned with public and political life.

12. Two examples will serve to illustrate this:

(a) The Council of Ministers:

The current Government includes six women in its 41 members. Women head the following ministries:

- Ministry of Industrial Redeployment and External Trade;

- Ministry of Social Affairs and National Solidarity, Spokesperson for the Government;

- Ministry of the Environment;

- Ministry of Women's Rights;

- Secretariat of State in the Ministry of Foreign Affairs;

- Secretariat of State in the Ministry of Defence.

(b) The Economic and Social Council:

Of 40 people nominated by the Council of Ministers, six women currently participate in the work of the Economic and Social Council. The role they can play there is fundamental: this body may be consulted by the Government on any problem of an economic and social nature of concern to the French Republic. Any plan or draft law for an economic or social programme is also submitted to it for its consideration (cf. annex I: six comparative tables).

Article 8

13. Women, on equal terms with men and without any discrimination, have the possibility of representing the French Government at international level and participating in the work of international organizations (cf. annex II).

Article 9

14. Women have equal rights with men with respect to matters of nationality.

Law No. 73-42 of 9 January 1973 which completes and amends the French Nationality Code provides equality for men and women as regards the acquisition, loss or retention of French nationality.

15. Law No. 84-341 of 7 May 1984 eliminated a final instance of discrimination between the sexes with regard to the automatic extension of loss of French nationality to the wife of a French national who behaves as a foreign national.

Neither marriage with a foreigner nor change of nationality of the husband during the marriage automatically changes the nationality of the wife.

16. Women enjoy the same rights as men with respect to the nationality of their children, whether born within or outside the marriage.

Law No. 73-42 of 9 January 1973, in this connection, abolished inequalities between father and mother in the transmission of French nationality. On the one hand there is no longer any distinction between paternal filiation and maternal filiation, and on the other between legitimate filiation and natural filiation.

17. In short, there have been no obstacles in the promotion of equal rights between men and women from the point of view of nationality or their participation in political life.

PART THREE

ECONOMIC AND SOCIAL RIGHTS

(Articles 10 to 14)

Article 10 (concerning education)

18. In France, education programmes, at each level of education, are available to children without any distinction between the sexes. This education is certified by the issue of State diplomas at appropriate levels of studies.

19. With regard to textbooks, the Ministry of Women's Rights has progressively influenced their content, endeavouring to exclude sexist stereotypes.

20. Nevertheless, difficulties in the professional integration of girls remain:

In order to combat unemployment among women, which remains higher than the national average, to improve their vocational training and to enable them to raise their qualifications in all technological specialities, the Ministry of Women's Rights has taken several series of measures.

21. Educational orientation

The Ministry of Women's Rights has noted that girls' generally stay at school longer than boys, that they repeat less and that they have a better success rate than boys, but that they are mostly oriented towards some 30 careers while for boys the figure is almost 300 (currently only 16 per cent of students in engineering schools are women).

This Ministry therefore has undertaken a national information campaign on career guidance and vocational training for girls which was launched in April 1984 in the media with the theme "Jobs have no sex: at school, all directions for all"; this campaign made many parents and teachers aware of the importance for girls of a sound professional development adapted to the modern world.

In the follow-up to this campaign, on 20 December 1984, an agreement was signed between the Ministry of Women's Rights and the Ministry of Education on equal opportunities for girls and boys and on career guidance for girls, with the object of training staff in the education service and improving the facilities for girls in educational establishments.

A new agreement was concluded in 1985 to diversify training for girls.

A scientific and technical vocation scholarship for women was established to allow 50 female pupils in the top form of the lycée in studying scientific or technical subjects to receive a grant of 40,000 francs to enable them to follow higher education courses in engineering or research.

22. Vocational training for working women

Innovative pilot schemes, organized in the field of new technologies have benefited more than 10,000 women. These schemes have been multiplied thanks to the conclusion of planning contracts between the State and the regions.

Upgrading courses organized to allow women to obtain training in the electronics field will be developed in 1986.

A specific training programme for the most disadvantaged women (single women, with no resources or receiving a single parent allowance) has been initiated and will be strengthened.

Article 11 (employment and family life)

Article 11.1: the field of employment

23. The principle of equality is rooted in the Declaration of the Rights of Man and of the Citizen of 1789 (cf. article 6: "All citizens are equally eligible for all offices, positions and public functions, according to their capacity and without any other distinction than those relating to their qualities and talents"), and more explicitly in the preamble to the Constitution of 27 October 1946 quoted above.

Moreover, France has ratified most international legal instruments on this subject, particularly in the context of the European Economic Community (annex III) and the International Labour Organisation.

24. There is a body solely responsible for matters affecting female workers:

This is the Higher Council for Professional Equality (Conseil supérieur de l'égalité professionnelle), which replaced, in 1984, the Committee on Women's Work in the Ministry of Labour. The Council is presided over by the Minister of Women's Rignts and includes representatives from all departments concerned, social partners and qualified persons. A biennial report on the progress of professional equality and the actions of the various bodies concerned will be submitted to it. It will be mandatory for any text in respect of professional equality to be brought to its attention.

25. Equality of remuneration between men and women

The principle of equality of remuneration is contained in the Labour Code (article L. 140.2 and following) under Law 72-1145 of 22 December 1972. Inis principle has been complemented by the legal definition of work of equal value (Law 83-635 of 13 July 1983).

A general minimum wage is guaranteed to both men and women.

In the civil service, the principle of equal remuneration is guaranteed by the principles of career development and a single remuneration structure.

Equality in respect of appointment and dismissal

(a) The public sector

26. The general regulations for civil servants, established in 1946, introduce the principle of non-discrimination between the sexes at work for the first time in France.

The first amendment to the general regulations for civil servants of 1946,occurred in 1975, to restrict the possibilities of derogation to recruitment for certain sections of the civil service fixed by decree following a consultation procedure. Law No. 82-380 of 7 May 1982 further restricted the scope for derogation to those cases where belonging to one or the other sex is an essential requirement for the exercise of the functions involved. Law No. 083-634 of 13 July 1983 concerning the rights and obligations of public servants reaffirms the principle of non-discrimination and restates the specific provisions of the 1982 law: All sections of the civil service are now open to women and to men.

A circular of 24 January 1983 issued jointly by the Ministry of Women's Rights and the Secretariat of State for the Civil Service concerning equality between men and women and their employment without discrimination in the civil service makes recommendations to departments in three areas (annex IV):

- Recruitment: announcements of competitions must contain feminine and masculine designations; selection boards must be mixed;

- Training: priority is given to training in new technologies and to staff in categories C and D, where women are in the majority. Courses must be organized as near as possible to the usual place of work of staff;

- Promotion: women's candidatures must be sought and encouraged. Selection criteria must be diversified.

Specific measures have been taken in various sections of the civil service, such as the army and the police, in order to increase recruitment of women. More specifically in the navy, an experiment using female personnel on large warships is being conducted for a period of five years (1983-1988).

27. Law No. 82-380 of 7 May 1982 requires the Government, every two years, to produce a report listing the measures adopted to guarantee equality at all levels of the civil service hierarchy and submit it to Parliament. The Law provides that the Government must review departures from the principle of equality in the light of the report's conclusions.

Since the 1982 reform, the Higher Council for the Civil Service, a consultative body with equality of representation attached to the Prime Minister, has been considering each year a report on the state of the civil service dealing particularly with the relative situation of men and women, and discussing it. This report, together with the opinion of the Council on it, is communicated to the Presidents of the National Assembly and the Senate.

Also from that date, one of the members of the Higher Council for the Civil Service has been selected on the recommendation of the Ministry of Women's Rights.

(b) The private sector

28. Law No. 75-625 of 11 July 1975, article 11, prohibits discrimination in employment based on sex or family situation.

Penal sanctions are attached to the prohibition since article 11 is in article 416 of the Criminal Code: "Any person who in the exercise of his profession or duties employs, on his own behalf or on behalf of another, one or more employees and who, without legitimate cause, refuses to employ or dismisses a person by reason of his origin, sex, family situation or membership or non-membership of a particular ethnic group, nation, race or religion or makes an offer of employment conditional on origin, sex, family situation or membership or non-membership of a particular ethnic group, nation, race or religion... shall be liable to a term of imprisonment of from two months to one year and a fine of from 2,000 francs to 20,000 francs, or to one of these two penalties."

29. Since 1981, professional equality has been the central theme of government action in the field of women's rights and has been notably consolidated in Law No. 83-653 dated 13 July 1983 amending the Labour Code in matters relating to professional equality between women and men (annex V).

The dual objective of this Law is to achieve, firstly, equality of rights and, secondly, equality of opportunity between men and women in professional life.

Equality of rights

30. The Law reinforces the prohibition of all discrimination on the grounds of sex or family situation in all the circumstances of professional activity: offers of employment, engaging of personnel, wages and salaries, promotion, breaches of employment contracts.

Any clause included in a collective labour agreement, collective settlement or work contract reserving the benefit of any measure to one or more employees on grounds of sex (except with regard to maternity) is void.

The Law provides for the compulsory submission of an annual report by the employer to the works committee (for any enterprise with an average work-force of fifty or more) which must include:

- A quantified analysis of the comparative situation of women and men in the enterprise (recruitment, training, qualification, classification, working conditions, remuneration);

- Planned objectives for the coming year (qualitative and quantitative, with cost evaluation);

- Reasons why it was not possible to implement planned actions;

- Temporary remedial measures which could be taken:

  Through legal regulations or at the level of collective branch agreements of extended scope, in the areas of access to employment, training, promotion, organization of work and conditions of work;

  At enterprise level, in the light of the annual report, in the context of a plan for professional equality negotiated between the social partners (and in the framework of the obligatory annual negotiation required by Law No. 82-957 of 13 October 1982).

31. It establishes a mechanism for the monitoring of the new regulations and related sanctions:

- Obligatory posting of texts relating to professional equality at work places.

- A woman employee who brings a legal action against her employer on the grounds of discrimination is protected against dismissal. Dismissal of such an employee is null and void if the only ground is the legal action. Reinstatement of the female employee is a legal entitlement.

- Representative trade union organizations may institute any legal proceedings related to discrimination in place of a woman employee of the enterprise, provided that she does not object.

- The court may postpone the passing of sentence, in a case of discrimination on the grounds of sex or family situation, and require the employer, after consultation with employees' representatives, to define measures to restore professional equality in the enterprise. In the light of the measures proposed or already taken, the court decides whether the penalty should be waived or whether the penalties of imprisonment or fine laid down by law should be imposed.

Equality of opportunity

32. The Law of 1983 contains very precise provisions designed to allow the most flagrant inequalities affecting women on the labour market to be remedied. The novelty of the system lies in the possibility for enterprises to conclude directly with the Ministry of Women's Rights contracts which partly finance "plans for professional equality", negotiated with employees' representative organizations.

33. Finally, a provision included in the text of Law No. 85-772 of 25 July 1985, containing various provisions of a social nature, completed the laws of 1975 and 1983 by creating new offences relating to discrimination on the grounds of sex. The legislator thus raised such discrimination to the same level as discrimination on the grounds of race or religion.

Discrimination on the grounds of sex is now punishable by prison terms or fines:

- Whether the discrimination is by a private person or an official in the exercise of his functions;

- Whether the discrimination is against a physical person or against a legal entity on the grounds of the sex of its members or some of its members;

- Whether the discrimination consists in "making an economic activity more difficult" or "refusing a good or a service".

The law of 25 July 1985 also extends the possibility accorded to trade unions in 1983 to bring civil actions to associations of five years' standing whose object under their constitutions is to combat discrimination on the grounds of sex. Such associations can in these circumstances bring before courts actions relating to discrimination in labour relations where this concerns refusal to engage, dismissal, offers of employment, etc.

Other measures

34. Complementing these general texts, it is appropriate to note the existence of more specific measures which constitute remedial means in favour of women in their professional life, notably the following:

- The Law of 10 July 1979, by instituting partial exemption from employers' social security contributions, encourages the employment of certain women (those who for less than ten years have been widows, divorced, legally separated, or single women with at least one dependent child or receiving single parent allowances);

- When they are absolutely obliged to work, single women with a dependent child and widows have priority access to vocational training;

- No age-limit for access to employment in the civil service can be applied to women obliged to work following the death of their husbands;

- All public offices are open without age-limit to mothers of three or more children and single women with at least two dependent children who are obliged to work.

Article 11.2: professional and family life

35. The Law of 11 July 1975 provides that a woman does not have to reveal that she is pregnant when she is appointed, that an employer cannot refuse to employ a woman because of her pregnancy and that moreover, he must not seek information on this matter by any means whatsoever.

The Law also provides that, upon presentation of a medical certificate, a pregnant woman can ask for temporary reassignment on the grounds of her pregnancy.

36. With regard to dismissal, this Law lays down that the employer cannot, on the grounds of pregnancy, revoke a woman employee's contract, even during her trial period, when the employee is pregnant or during the 14 weeks following the birth.

37. Single women with family responsibilities can benefit, in the same way as couples, from the advantages connected with the birth of a child.

38. The law of 9 July 1976 has strengthened the protection of female heads of families by creating a guaranteed minimum income for one year from the birth of a child for a single mother.

39. With regard to crèches, the number of places increased from 45,000 to 65,000 between 1975 and 1980. Since 1981, 30,000 additional places have been created: efforts have been concentrated on both collective crèches and other more flexible types such as parental child-minding centres, mini-crèches and family crèches.

Parental leave

40. The Law of 12 July 1977 gives women the right to interrupt their employment for two years after the birth of a child with the guarantee of returning to their employment at the end of this period.

The Law of 4 January 1984 improved the system of parental leave by extending it to both the father and the mother. Previously, the father could only exercise this right if the mother expressly renounced her claim to it. It is now left to the parties concerned to choose between total suspension of work and reduction of work to part-time. This right is available in cases of both birth and adoption.

Part-time work

41. Women can benefit like men from part-time legislation concerning the public sector and the private sector (order No. 82-271 of 26 March 1982 for the private sector; order No. 82-196 of 31 March 1982 for the public sector).

Article 12 (concerning health)

42. Since 1975, a number of texts have been adopted to improve family planning and facilitate the setting up of family planning centres:

- The Decree of 5 May 1975, No. 75-135, implements certain provisions of the Laws of 1967 and of 4 December 1974 relating to birth control;

- The Decree of 5 May 1975, No. 75-316, deals with the implementation of these laws in the field of mother and child protection;

- The Decree of 5 May 1975, No. 75-317, amends articles concerning public health which regulate the medical prescription of contraceptives.

All these texts organize information on birth control and are designed to make family and sex education a reality for everyone.

43. Various organizations under the auspices of the public authorities are responsible for providing information:

- The Higher Council for Information on Sexuality, Birth Control and Family Education;

- The French Committee for Health Education;

- The National Centre for Information on Women's Rights.

Information is made available to women by:

- Information, consultation and family counselling centres (EICCFs);

- Family planning or education centres;

- The right to information on women's rights.

44. Law No. 79-1204 of 31 December 1979 reconfirmed the main provisions of Law No. 75-17 of 17 January 1975 relating to voluntary interruption of pregnancy: any French woman, having reached her majority, who believes herself to be placed in a situation of distress as a result of her pregnancy has been able since then to request that her pregnancy should be terminated without risking prosecution.

The Law of 31 December 1982 provides for reimbursement for this medical operation. The available facilities have been developed:

Decree No. 82-826 of 27 September 1982 has extended the obligation to carry out voluntary interruptions of pregnancy to all public establishments equipped with a surgical or maternity service, whereas Decree No. 80-285 of 17 April 1980 had covered only regional and general hospitals. It also provides for the simultaneous development of family planning activities within these establishments, which must seek approval as family planning or education centres.

45. Maternity leave has been increased to 16 weeks (Law of 12 July 1978).

For the birth of a third child, maternity leave has been increased to 26 weeks (Law of 17 July 1980). Lastly, the Law of 9 July 1976 established a paid adoption leave of eight weeks; this was extended to ten weeks in 1978 and to 18 weeks in 1980 when the number of dependent children reaches or exceeds three.

Article 13 (family benefits; the right to loans and the right to participate in cultural life)

46. There is no discrimination between men and women in this respect.

47. Since 1981, new measures have nevertheless helped to improve the situation of women in a social context. These consist essentially of the following:

- Law No. 82-596 of 10 July 1982 relating to wives of artisans and retailers working in the family business detailed and extended the professional and social rights of these women; they can now choose between three statuses: collaborator, associate or employee of the husband, head of the business.

This also applies to women exercising a liberal profession, and to the wife of a member of a liberal profession when she is his assistant. It may be added that, when the woman is the employee of her husband, she enjoys all the social rights of all employees.

- Law No. 80-546 of 17 July 1980 introduced insurance for widows, which guarantees a minimum of resources to the employed spouse of an insured employee.

- The rate of reversionary pensions has been greatly increased both in the public and private sectors.

- The Law of 22 December 1984 relating to the intervention of the organizations paying family allowances in the recovery of unpaid maintenance gave authority to the Family Allowance Offices to recover maintenance on behalf of their beneficiaries. These organizations even pay a "family support allowance" to single parents before there is any recovery.

- Article 3 of the Law of 25 July 1985 containing various provisions of a social nature made it the responsibility of the party initiating divorce to pay the contribution for personal insurance of the spouse divorced for the breaking up of the marriage.

Article 14 (concerning the rural environment)

48. France takes account of the particular problems faced by rural women and takes appropriate measures in order to ensure that men and women participate on a basis of equality in rural development and its advantages.

49. The progress of rural zones has markedly increased since Law No. 82-214 of 2 March 1982 which recognized that the regions had a pre-eminent role in the field of development.

Rural development depends on:

- The Ministry of Agriculture;

- The Department of Territorial Development and Regional Action (DATAR);

- The regional assemblies elected under the Law on Decentralization (Law No. 82.8 of 7 January 1983).

50. The farmers' Mutual Aid Association includes all rural women whatever their socio-occupational category.

It has a health and social aid budget directed towards information and training activities for rural women.

51. Where co-operatives organize training programmes for their members, special days are set aside for women. Certain specific experiments have brought innovations in training:

- Women farmers form groups and conclude contracts with driving schools in order to learn to drive;

- Inter-occupational activities take place for the exchange of legal information on the status and rights of women in general.

Following the Agricultural Orientation Law, Law No. 80-502 of 4 July 1980, women can be elected to co-operatives as full members.

The rights of farming women have been reinforced by the Agricultural Orientation Law. Women participating in an agricultural undertaking can, in particular, attend the general assemblies of co-operative, mutual or agricultural credit organizations and be elected to the boards of directors or supervisory boards of such organizations. Any contrary clause in the statutes of these organizations is deemed to be void.

52. Women who are heads of farming undertakings have the right to apply for agricultural loans.

PART FOUR

CIVIL RIGHTS

(Articles 15 and 16)

53. With regard to civil rights, equality between men and women is almost totally ensured.

54. Law No. 85-1372 of 23 December 1985 "regarding the equality of the spouses in marriage and of parents in the administration of the property of minor children" eliminates the remaining discriminations which might have continued to exist to the detriment of women in family property law (annex VI).

Any preponderance of the husband is eliminated in the legal régime of joint estate limited to property acquired after marriage: in future, wives, in the same way as husbands, will be able to administer and dispose of common property alone, the consent of both spouses remaining a requirement only for certain acts of a serious nature (acts of alienation or constitution of real rights on buildings, businesses and undertakings coming under the joint estate, and the conclusion of rural or commercial leases on common property).

Moreover, while in a legitimately united family it would seem that hitherto the father was the legal administrator of minor children's property, in future the two parents will jointly exercise this function.

In these circumstances, the French Government is studying the possibility of withdrawing the reservation to articles 15, paragraphs 2 and 3, and 16, paragraph 1 (c) and (h), which it entered when depositing its instruments of ratification. It is doing likewise for the reservation to article 16 1 (d) with regard to joint administration of children's property by the father and the mother when they jointly exercise parental authority.

Finally, the law permits any person to add to his surname, by way of custom, the surname of that parent who has not passed on his or her surname. The child can thus by right bear the name of his mother added to that of his father.

A single provision is maintained in favour of the father of children, the transmission of his surname.

55. Furthermore, Parliament, on 18 December 1985, adopted draft legislation authorizing the ratification of Protocol No. 7 to the European Convention for Protection of Human Rights and Fundamental Freedoms of 22 November 1984, which in its article 5 lays down that spouses enjoy equal rights and responsibilities under civil law with regard to marriage, during the marriage and at its dissolution.

56. In addition, with regard to fiscal law, the 1983 Finance Law ended disparity of treatment between men and women by granting equal rights to spouses with regard to income tax. The new provision addresses a number of points, in particular the following:

- The total income declaration of the couple must in future be signed by both spouses;

- The procedures in connection with taxes due on the total family income may be initiated by either spouse;

- The notion of head of the family is eliminated.

57. The French Government will furnish any further information which may be desired on measures taken by France in application of the Convention.

The report presented by France on the occasion of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (Nairobi, 15-26 July 1985) is annexed to the present report (annex VII).

It may be added that, at the beginning of 1985, the Government transmitted to the Centre for Social Development and Humanitarian Affairs in Vienna its replies to the United Nations questionnaire to review and appraise the achievements of the United Nations Decade for Women in the context of the World Conference.

LIST OF ANNEXES

I. Comparative tables relating to the participation of men and women in:

- The European Parliament,
- National elections,
- The National legislative bodies,
- National government,
- The main political parties,
- The main trade unions.

II. Comparative table for civil servants in the Ministry of Foreign Affairs.

III. Rules of the European Economic Community in the field of employment.

IV. Circular dated 24 January 1983 concerning equality between women and men and the employment of women and men without discrimination in the civil service.

V. Law No. 83-635 dated 13 July 1983 amending the Labour Code and the Penal Code in matters relating to professional equality between women and men.

VI. Law No. 85-1372 dated 23 December 1985 regarding the equality of the spouses in marriage and of parents in the management of the property of minor children.

VII. Report presented by France at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (Nairobi, 15-26 July 1985).

ANNEX I

European elections

France leads in the number of women elected

Seventy-four women were elected to the European Parliament on 17 June 1984. In 1979, there were 69. French women come top in this election. Seventeen of our female compatriots will sit in this Assembly followed by German women (16) and British women (12). Among the French women elected, socialist women are the most numerous: six women out of 20 deputies, or 30 per cent. Of all the political groups represented, it is the socialist group (the largest) which includes the largest number of women: 27 out of 132 candidates elected.

Political groups*	SOC	EPP	ED	COM	LIB	EPD	ICD	NA	Others	Total	Percentage
Total number elected	(132)	(109)	(50)	(42)	(32)	(29)	(10)	(6)	(26)	(434)	
Belgium	3	1	-	-	-	-	-	-	-	4	16.67
Denmark	1	-	2	1	1	-	1	.	-	6	37.50
Federal Rep. of Germany	8	5	-	-	-	-	-	-	3	16	19.75
France	6	1 a/	-	2	3 a/	4 a/	-	-	1 b/	17	20.99
Greece	1	1	-	-	-	-	-	-	-	2	8.33
Ireland	-	1	-	-	-	1	-	-	-	2	13.33
Italy	-	1	-	5	-	-	1	-	-	7	8.64
Luxembourg	-	-	-	-	1	-	-	-	-	1	16.67
Netherlands	3	3	-	-	1	-	-	-	-	7	28.00
United Kingdom	5	-	6	-	-	1	-	-	-	12	14.82
Total	27	13	8	8	6	6	2	-	4	74	

a/ Opposition list candidates.

b/ National Front

* Political groups in the European Parliament: this analysis was made immediately following the elections, and the final details of groupings were not known.

SOC: Socialist; EPP: European People's Party (Christian-Democratic); ED: European Democrats; COM: Communists; LIB: Liberals; EPD: European Progressive Democrats; ICD: Independent Centre Democrats; NA: Non-affiliated.

NDRL: Provisional data: the definitive table will be published when the constitution of groups is known.

Participation of women in political life

Participation in elections

Year (between 1975 and 1983)	Number of electors (millions)		
	Total	Men	Women
1978	34 484	16 301	18 183
1981	35 832	16 841	18 991
1983	36 210	17 039	19 171

Participation in the national legislative bodies

Year (between 1975 and 1983)	Members			Elected members			Non-elected members		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
1983	Senate			317	308	9	none	none	none
1981	National assembly			491	462	29	"	"	"

Participation in national government

Year	Total national civil service		Level I (minister)		Level II (Director-general)		Level III (Director)	
	Men	Women	Men	Women	Men	Women	Men	Women
1975 (civilian officials)	920 000	859 000	34	4			163 a/	1 a/
1980 (civilian officials)	1 026 000	1 002 000	39	3			162	2
1983			37	6			156	8

a/ 1974.

Participation in the main political parties a/

Name of party	Year between 1975 and 1983	Members			Members of the governing body		
		Total	Men	Women	Total	Men	Women
RPR Rassemblement pour la République	1984	830 000			669	620	49
UDF Union pour la démocratie française	1984	150 000			86	74	12
PS Socialist Party	1984	200 000			263	211	52
PC French Communist Party	1984	700 000			219	168	51

a/ Information supplied by the parties.

Participation in the main trade unions a/

Name of major trade union	Year between 1975 and 1983	Members			Governing body		
		Total	Men	Women	Total	Men	Women
CGT	1975				16	13	3
	1983	100%	74.5%	25.5%	18	14	4
CFDT	1975				9	8	1
	1983	100%	68%	32%	10	9	1
CFTC	1975						
	1983	100%	66%	33%	24	22	2
FEN (National Education)	1975						
	1983	100%	30%	70%	25	21	4

a/ Information provided by the trade unions.

ANNEX II

Ministry/service	Year	Senior civil servants Category A		
		Total	Men	Women
Ministry of Foreign Affairs (excluding civil servants posted abroad)	1983	387	317	70
Diplomatic missions in embassies abroad (Secretary and above)	1983	590	540	50

ANNEX III

Rules of tne European Economic Community

Article 119 of tne Treaty of Rome establishing the European Economic Community:

"Each Member State shall in the course of the first stage ensure and subsequently maintain the application of the principle of equal remuneration for equal work as between men and women workers.

"For tne purposes of tnis Article, remuneration shall mean the ordinary basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to tne worker and arising out of the worker's employment.

"Equal remuneration without discrimination based on sex means:

"(a) that remuneration for the same work at piece-rates shall be calculated on tne basis on the same unit of measurement; and

"(b) that remuneration for work at time-rates shall be the same for the same job."

Directive No. 75-117 of 10 February 1975, which applies to both the private and public sectors, guarantees tnat men and women will receive equal pay for work to which the same value is attributed.

Directive No. 76-207 of 9 February 1976, also applicable to both sectors, provides for equality of treatment in access to employment, vocational training and working conditions.

Directive No. 79-7 of 19 December 1978 relates to the progressive implementation of tne principle of equality of treatment between men and women in respect of social security.

ANNEX IV

OFFICIAL JOURNAL OF THE FRENCH REPUBLIC

23 February 1983

(N.C. 2059-2060)

PRIME MINISTER

CIVIL SERVICE AND ADMINISTRATIVE REFORMS

Circular dated 24 January 1983 concerning equality between women and men and the employment of women and men without discrimination in the civil service

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Paris, 24 January 1983

From the Minister Delegate Attached to the Prime Minister in Charge of the Civil Service and Administrative Reforms and the Minister Delegate Attached to the Prime Minister, Minister for Women's Rights, to the Ministers and Secretaries of State.

The Law of 7 May 1982 affirms the principle of equal access to public posts for men and women and requires the Government to report every two years to Parliament on the measures adopted to guarantee respect for this principle at all levels of the hierarchy.

The available statistics regarding State personnel show clear disparities in the distribution of the sexes in the civil service depending on the level and type of qualification required. It is therefore necessary to promote measures to counteract these disparities in recruitment, training and promotion.

I. RECRUITMENT

(a) Job titles

The concern to encourage equality between women and men does not derogate from the principle of competitive recruitment. However, it is important for the administration not to discourage potential female candidates by the image it gives of itself.

The wording of announcements of competitions, as well as that of invitations for applications to fill job vacancies, must be such that women and men may, without ambiguity, understand these notifications or invitations to apply to them equally.

To this end, the feminine term for the post in question is to be given alongside the masculine term. When linguistic usage makes this impossible, the words "men and women" are to follow the title. In all cases, alphabetical order is to be used (femmes et hommes, infirmier et infirmière, etc.).

These announcements are to be accompanied by a description of the tasks to be performed and the conditions of work. This description must avoid any implication that the post can be held only by a woman or by a man.

(b) Integration of selection boards

The presence of both sexes on selection bodies enriches the criteria of candidate selection through the diversification of viewpoints corresponding to the needs and realities of a mixed society.

Currently, the composition of selection boards is strongly male biased. It i your responsibility to seek and encourage the collaboration of women who have the required competence to participate in such boards. It is, at the very least, necessary to ensure that a selection board should not be entirely composed of members of one or other sex.

II. ON-GOING OCCUPATIONAL TRAINING

In the past, women had less access than men to technical training and high-level training. Although, among the younger generations, a larger number of women do reach higher levels of education, there are not many of them in the technical branches. These inequalities are all the harder to overcome because the distribution of family tasks inherited from the past frequently leads to women being overburdened with work. This situation places them at a disadvantage in the acquisition of the knowledge required to occupy posts in the higher categories or of a highly technical nature.

Action must be taken in the training field to offset these disadvantages.

Priority is to be given to training efforts for the groups in categories C and D, to make it possible to improve the level of qualification of the women who currently form the majority of persons in these groups.

This training must stress the acquisition of a true qualification in the new technologies so that staff in these categories may gain an overall mastery of the possibilities of the equipment involved and thus raise the interest level of their work and improve their promotion chances.

In general, to facilitate access by these staff members to training, it is desirable that training should take place as close as possible to the place of wor so as to avoid extending travel time for staff members undergoing training if at all possible.

Interministerial organization of training efforts may make it possible to offset the dispersed nature of many services. To prepare for internal competitions, the opening of sessions organized for the personnel of one administration to staff members of other administrations should be allowed whenever it is possible to develo a "common pool" of knowledge for such competitions.

In the case of correspondence courses, it is desirable for provision to be made for periodic sessions of accompanied teaching requiring the candidates' physical presence.

Whatever arrangement is chosen, use should be made of all the facilities provided for by Decree No. 73-563 dated 27 June 1973 and Decree No. 75-20 dated 28 March 1975 concerning the organization of these activities during working hours.

As regards training efforts outside working hours, these should be conducted as far as possible at times compatible with the requirements of family life. In this connection, use of the lunch break for staff training must be encouraged with the agreement of the people concerned.

When examining the annual balance sheet of training activities in the areas of their competence, the joint technical committees may propose, even on an experimental basis, plans of action designed to advance equality of the sexes.

Finally, a large number of female civil servants have benefited during their career, for family reasons, from the provisions set out in articles 24 a and 26 of Decree No. 59-309 dated 14 February 1959. When they return to employment, after an extended absence, they often lack some of the knowledge needed for the tasks they must once more assume. Refresher training in various forms is necessary on their return to work, in the interests not only of their careers, but also of the proper functioning of the services.

III. PROMOTION

Statistics show that in all civil service groups, even those in which female staff predominate, the number of women assuming responsibilities - at all levels - does not correspond to their numerical proportion of the staff.

Deliberate action must be continued steadily until these anomalies are removed. It is your task to ensure that female candidates who satisfy the conditions of age and service laid down in the statutory provisions governing categories, grades or posts for promotion are neither discouraged a priori nor turned down on the pretext that their "feminine nature" would not fit them for the functions attached to such categories, grades or posts or that the conditions of family life would prevent them from performing their functions fully. Such candidatures must even be encouraged.

The measures recommended in the section "Recruitment" regarding the naming of posts must apply equally with regard to promotion grades and posts.

You should also ensure, firstly, that the administration's representation in the joint advisory bodies includes both sexes and, secondly, that the selection criteria adopted for staff promotion are sufficiently diversified to provide women with true equality of opportunity.

As regards posts of responsibility, which are currently very largely occupied by men, you should also take every opportunity to increase the number of women appointed to such posts.

All these provisions must be the subject of statistical summaries which will enable you to monitor their effectiveness and which, included with the annual reports sent to the joint technical committees, will enable them to propose, if need be, measures likely to ensure enhanced respect for the principle of equality. These statistical summaries should form part of the basic data for the biennial report that the Government must submit to Parliament by virtue of the Law of 7 May 1982.

If your Ministry should encounter particular difficulties in applying the present instructions, you should notify the Minister in Charge of the Civil Service, through the Directorate-General for Administration and the Civil Service (office F.P.3), and inform the Minister for Women's Rights.

ANICET LE PORS
Minister Delegate Attached to the
Prime Minister in Charge of the
Civil Service and Administrative Reforms

YVETTE ROUDY
Minister Delegate Attached to the
Prime Minister,
Minister for Women's Rights

ANNEX V

OFFICIAL JOURNAL OF THE FRENCH REPUBLIC

14 July 1983

(N.C. 2176-2179)

Law No. 83-635 dated 13 July 1983 amending the Labour Code and the Penal Code in matters relating to professional equality between women and men

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After deliberation by the National Assembly and the Senate,

The National Assembly has adopted, and

The President of the Republic hereby promulgates the following Law:

TITLE I

General rules on professional equality between women and men

Article 1. Chapter III of title II of book I of the Labour Code shall be replaced by the following provisions:

CHAPTER III

PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN

"Article L. 123.1. Subject to the particular provisions of the present Code and unless the fact of being of one or the other sex is the necessary condition for the filling of a post or pursuit of a professional activity, no one may:

"(a) Mention or cause to be mentioned in an offer of employment, regardless of the characteristics of the labour contract envisaged, or in any other form of publicity relating to recruitment for a post, the sex or family situation of the candidate sought;

"(b) Refuse to take on a person, order a transfer or terminate or refuse to renew the work contract of an employee because of sex or family situation or on the basis of selection criteria which differ depending on sex or family situation;

"(c) Adopt any measure on the basis of sex, particularly with regard to remuneration, training, assignment, qualification, classification, promotion or transfer.

"A decree of the Council of State shall determine, after the views of the most representative associations of employers and employees at the national level have been heard, the list of posts and professional activities in which the fact of being of one or the other sex is the necessary condition. This list shall be reviewed periodically in the same manner.

"Article L. 123.2. No clause reserving the benefit of any measure to one or more employees on grounds of sex may, on pain of annulment, be included in a collective labour agreement, collective settlement or work contract, unless the purpose of the said clause is to apply the provisions of articles L. 122.25 to L. 122.27, L. 122.32 or L. 224.1 to L. 224.5 of the present Code.

Article L. 123.3. The provisions of articles L. 123.1 and L. 123.2 shall not hinder the application of temporary measures adopted for the sole benefit of women and designed to establish equality of opportunity between men and women, in particular by remedying de facto inequalities which affect the opportunities of women.

"The foregoing measures shall result either from legal regulations adopted in the areas of recruitment, training, promotion and organization and conditions of work or, in application of the provisions of article L. 133.5 No. 9, from stipulations of collective agreements of extended scope or collective settlements of extended scope, or from the application of the provisions of article L. 123.4.

"Article L. 123.4. In order to ensure professional equality between women and men, particularly in the light of the report provided for in article L. 432.3.1 of the present Code, the measures envisaged in article L. 123.3 may be the subject of a plan for professional equality between women and men negotiated within the enterprise in accordance with the provisions of articles L. 132.18 to L. 132.26 of the present Code.

"If, at the end of the negotiation, no agreement has been reached, the employer may implement this plan, provided that he has previously consulted and obtained the views of the works committee or, in the absence of this, the employees' representatives.

"This plan shall apply unless the departmental director for labour or equivalent official has stated his opposition thereto in writing, giving reasons, within a period of two months from the date of notification.

"Article L. 123.5. The dismissal of an employee following a legal action brought by this employee or on his behalf on the basis of the provisions of the present Code relating to professional equality between men and women shall be null and void if it is established that the dismissal had no real and serious cause and in reality constitutes a measure taken by the employer because of the legal action. In this case, reinstatement is a legal entitlement and there is considered to have been no interruption in the performance of the employee's functions.

"If the employee refuses to continue to execute the work contract, the arbitration board shall allow him a compensation which may not be less than the wages for the previous six months. In addition, the employee also qualifies for compensation corresponding to the compensation for dismissal provided for in article L. 122.9 or by the applicable collective agreement or settlement, or the work contract. The second paragraph of article L. 122.14.4 of the present Code is also applicable.

"Article L. 123.6. The representative trade union organizations within the enterprise may institute any legal proceedings arising from articles L. 123.1 and L. 140.2 to L. 140.4 on behalf of an employee of the enterprise without having to give proof of the mandate of the interested party, provided that the latter has been informed in writing and has not objected within a period of 15 days as from the date on which the trade union organization notified him or her of its intention

"The interested party may always intervene in the proceedings initiated by the trade union.

"Article L. 123.7. The text of articles L. 123.1 to L. 123.7 shall be posted in the work place and in the premises or on the door to the premises where employees are recruited.

"The same applies to the texts adopted to implement the said articles."

Article 2. The fourteenth paragraph, No. 9 of article L. 133.5 of the Labour Code shall read as follows:

"9. Professional equality between women and men and measures designed to remedy inequalities noted. These measures shall apply in particular to access to employment, training, promotion and conditions of work and employment."

Article 3. In the second paragraph, No. 12, of article L. 133.5 of the Labour Code, before the word "women", the words "pregnant or lactating" shall be inserted.

Article 4. In the first sentence of the ninth paragraph, No. 8 of article L. 136.2 of the Labour Code, the words "equality of treatment" shall be replaced by the words "professional equality between men and women,".

Article 5.I. Article L. 140.2 of the Labour Code shall be supplemented by the following provisions:

"Work of equal value shall be considered to mean work which requires of employees a comparable aggregate of professional knowledge reflected by a certificate, diploma or professional practice, skills arising from experience gained, responsibilities and physical or nervous burden.

"Disparities in remuneration between establishments of a single enterprise, where the same work or work of equal value is involved, may not be based on the fact that the employees in these establishments are of one or other sex."

II. Article L. 140.8 of the Labour Code shall read as follows:

"Article L. 140.8. In the event of litigation relating to the application of the present chapter, the employer shall provide the judge with data to justify the inequality of remuneration referred to. On the basis of these data and the data provided by the employee to support his petition, the judge shall arrive at his decision with the help of any investigation procedures he may see fit to request. If a doubt remains, it shall benefit the employee."

III. The present article L. 140.8 of the Labour Code shall become article L. 140.9.

Article 6. Section I of chapter II of title V of book I of the Labour Code shall be headed as follows:

WORK CONTRACT - INTERNAL REGULATIONS

Article 7. Following the heading resulting from article 6 above, the following provisions shall be inserted in chapter II of title V of book I of the Labour Code:

SUB-SECTION I

Work contract

"Article L. 152.1. Any infringement of the provisions of article L. 123.1 shall be punishable by a term of imprisonment of from two months to one year and a fine of from 2,000 to 20,000 francs, or one of these two penalties.

"At the expense of the person sentenced, the court may order the judgement to be published under the conditions set out in article 51 of the Penal Code and its inclusion, in whole or in part, in publications indicated by the court, provided that the costs do not exceed the maximum for the fine incurred.

"Article L. 152.1.1. The provisions of articles 469-1 and 469-3 of the Code of Criminal Procedure relating to postponement of the passing of sentence shall be applicable in the case of proceedings for infringements of the provisions of article L. 123.1, subject to the following special arrangements:

"The postponement shall entail an obligation for the employer, after consultation with the works committee or, in the absence of this, with the employees' representatives, to define within a specified period, measures to ensure the restoration of professional equality between women and men in the enterprise in question. The postponement may, if applicable, also entail an obligation for the employer to implement the measures defined within the same period.

"The court may order provisional execution of its ruling.

"Article L. 152.1. At the new hearing following the postponement, in the light of the measures defined and, if applicable, carried out by the employer, the court shall assess whether penalties should be waived or whether the penalties laid down by law should be imposed.

"Nevertheless, in the event that the time-limit provided for in the second paragraph of article L. 152.1.1 has not been complied with, the court may decide on a new and final postponement and allow the accused a further period of time to execute the injunction.

SUB-SECTION II

Internal regulations

"Article L. 152.1.3. Any infringement of the provisions of article L. 122.4 shall be punishable by a fine of from 2,000 to 20,000 francs and, in the case of a repeated offence, a fine of from 10,000 to 40,000 francs."

Article 8. Sections I and II of chapter IV of title V of book I of the Labour Code shall become sections II and III of the said chapter.

Articles L. 154.1 and L. 154.2 shall become articles L. 154.2 and L. 154.3.

Article 9. Following the heading of chapter IV of title V of book I of the Labour Code, the following provisions shall be inserted:

SECTION I

Remuneration

"Article L. 154.1. The provisions of articles L. 152.1.1 and L. 152.1.2 shall be applicable in the event of an infringement of the provisions of articles L. 140.2 to L. 140.4."

Article 10.I. The first sentence of the penultimate paragraph of article L. 432.3 of the Labour Code shall be supplemented by the words "including application of the principles relating to professional equality between women and men".

II. In the same paragraph, before the final sentence, the following sentence shall be inserted:

"This list shall include, inter alia, the provisions to be adopted to ensure professional equality between women and men, particularly within the framework of the plan defined in article L. 123.4."

Article 11. After article L. 432.3 of the Labour Code the following article L. 432.3.1 shall be inserted:

"Article L. 432.3.1. Each year, the head of the enterprise shall submit to the works committee or, in the absence of this, to the employees' representatives, either directly or, if applicable, through the commission envisaged in the last paragraph of article L. 434.7, a written report on the comparative situation of the general conditions of employment and training of women and men within the enterprise. To this end, the report shall give a quantified analysis making it possible to assess the respective situation of women and men, for each of the occupational categories in the enterprise, with regard to recruitment, training, promotion, qualification, classification, working conditions and effective remuneration. This report shall set out the measures adopted during the past year to ensure professional equality, the planned objectives for the coming year and the qualitative and quantitative definition of the action to be taken in this regard, as well as an evaluation of the cost. The trade union representatives shall receive the report under the same conditions as the members of the works committee.

"In the event that measures set out in the preceding report or requested by the committee have not been implemented, the report shall give the reasons for this non-implementation.

"The report, amended, if need be, to take account of the opinion of the works committee, shall be transmitted to the inspector of labour together with the opinion of the committee within 15 days.

"In the case of an enterprise with multiple establishments, this report shall be transmitted to the central works committee.

"This report shall be made available to any employee who wishes to see it."

Article 12. The second paragraph of article L. 611.1 of the Labour Code shall be replaced by the following provisions:

"They shall also indicate infringements of the provisions of articles L. 431, L. 472, second paragraph, and L. 473, first paragraph, of the Social Security Code, as well as infringements of the rule of professional equality as defined in No. 3 of article 416 of the Criminal Code."

Article 13. The following paragraph shall be inserted before the last paragraph of article L. 611.6 of the Labour Code:

"They shall also indicate infringements of the rule of professional equality as defined in No.3 of article 416 of the Criminal Code."

Article 14. The following article L. 900.4 shall be inserted after article L. 900.3 of the Labour Code:

"Article L. 900.4. For purposes of the application of the present book, no distinction may be made between women and men, unless the fact of being of one or the other sex is the necessary condition for the filling of the post or pursuit of the professional activity for which training is being given.

"The preceding rule shall not hinder the application, even on a temporary basis, of measures adopted for the sole benefit of women which are designed to establish equality of opportunity between men and women, in particular by remedying de facto inequalities which affect the opportunities of women with regard to training. These measures, primarily designed to correct imbalances to the detriment of women noted in the distribution of women and men in training activities, shall be the object either of legal regulations or of agreed stipulations established according to the legislative provisions in force."

TITLE II

Higher Council for Professional Equality between Women and Men

Article 15. Title III of book III of the Labour Code shall be headed as follows:

National Employment Agency - Higher Council for Professional Equality between Women and Men

Article 16. The following headings shall be inserted before article L. 330.1 of the Labour Code:

CHAPTER I

NATIONAL EMPLOYMENT AGENCY

Article 17. The following provisions shall be inserted after article L. 330.1 of the Labour Code:

CHAPTER II

HIGHER COUNCIL FOR PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN

"Article L. 330.2. A Higher Council for Professional Equality between Women and Men shall be established under the aegis of the ministers responsible for women's rights, labour, employment and vocational training.

"The task of this Council shall be to participate in the definition, implementation and application of policies regarding professional equality between women and men.

"The conditions of application of the present article shall be set out in a decree of the Council of State."

TITLE III

Sundry provisions

Article 18. The measures adopted under the plans mentioned in article L. 123.4 of the Labour Code by enterprises or groups of enterprises, particularly with regard to training, promotion or organization of work, may benefit from financial aid from the State if they are exemplary measures to bring about professional equality between women and men.

The measures for the application of the preceding paragraph shall be set out in a decree.

Article 19. The provisions of articles L. 123.1.C and L. 123.2 of the Labour Code shall not hinder the application of customary practices, clauses of work contracts, collective agreements or collective settlements in force on the date when the present Law is promulgated which provide special rights for women.

However, employers, employers' organizations and employees' organizations shall strive, through collective negotiation, to bring the said clauses into conformity with the provisions of the aforesaid articles.

Article 20.I. In No. 3 of article 416 of the Criminal Code, the words "without legitimate reason" shall be deleted.

II. The said No. 3 shall be supplemented by the following paragraph:

"The provisions of the preceding paragraph, in so far as they concern sex, shall apply, as the case may be, under the conditions set out either in article L. 123.1 of the Labour Code or in articles 7 and 18 bis of amended Order No. 59.244 dated 4 February 1959, as well as article L. 411.14 of the Communes Code."

Article 21. Except where more favourably stipulated, the report mentioned in article L. 432.3.1 of the Labour Code shall be submitted for the first time:

1. During the first quarter of 1984 for enterprises with at least 300 employees;

2. During 1985 for enterprises with at least 50 employees.

The present law shall be executed as a law of the State.

Done in Paris, 13 July 1983.

FRANCOIS MITTERAND

By the President of the Republic:

PIERRE MAUROY
Prime Minister

JACQUES DELORS
Minister of Economic Affairs, Finance and the Budget

PIERRE BEREGOVOY
Minister of Social Affairs and National Solidarity

ROBERT BADINTER
Keeper of the Seals, Minister of Justice

MICHEL ROCARD
Minister of Agriculture

MARCEL RIGOULT
Minister of Vocational Training

YVETTE ROUDY
Minister Delegate Attached to the Prime Minister
in Charge of Womens' Rights

JACK RALITE
Minister Delegate Attached to the
Minister of Social Affairs and National
Solidarity, in Charge of Employment

ANNEX VI

OFFICIAL JOURNAL OF THE FRENCH REPUBLIC

26 December 1985

(N.C. 15111-15115)

Law No. 85-1372 dated 23 December 1985 regarding the equality of the spouses in marriage and of parents in the administration of the property of minor children

After deliberation by the National Assembly and the Senate,

The National Assembly has adopted, and

The President of the Republic hereby promulgates the following Law:

SECTION I

DUTIES AND OBLIGATIONS OF SPOUSES

Article 1. Article 218 of the Civil Code shall be supplemented by the following phrase: "he may, in all cases, freely revoke this mandate."

Article 2. The third paragraph of article 220 of the Civil Code shall read as follows:

"Nor shall it take place if they have not been concluded with the consent of both spouses in the case of hire purchase or loans unless the latter relate to small sums needed for the requirements of everyday life."

Article 3. The second paragraph of article 221 of the Civil Code shall read as follows:

"In respect of the depositary, the depositor shall always be deemed, even after the dissolution of the marriage, to have freedom to dispose of the funds and securities deposited."

Article 4. Article 223 of the Civil Code shall read as follows:

"Article 223. Each spouse may freely engage in an occupation, receive his/her income and salary and dispose thereof after having performed the obligations entailed by the marriage."

Article 5. Article 224 of the Civil Code shall be deleted.

Article 6. Article 225 of the Civil Code shall read as follows:

"Article 225. Each spouse shall administer, commit and transfer only his/her personal property."

Article 7. Article 5 of the Commerical Code shall be deleted.

SECTION II

MATRIMONIAL PROPERTY SYSTEMS

Article 8. The second paragraph of article 1401 of the Civil Code shall be deleted.

Article 9. Article 1409 of the Civil Code shall read as follows:

"Article 1409. The liabilities of the joint estate shall be made up:

"- On a definitive basis, of maintenance due from the spouses and of debts contracted by them for the upkeep of the home and the education of children, in accordance with article 220;

"- On a definitive basis or saving compensation, as applicable, of other debts incurred during the community of property."

Article 10. In the first paragraph of article 1411 of the Civil Code, the words "the separate property of the debtor" shall be replaced by the words "the separate property and income of the debtor".

Article 11. Articles 1413, 1414 and 1415 of the Civil Code shall read as follows:

"Article 1413. Payment of the debts for which each partner is liable, for whatever reason, during the community of property, may always be pursued on the common property, except in the event of fraud of the debtor spouse and bad faith on the part of the creditor, saving compensation, if any, due to the joint estate.

"Article 1414. The remuneration and other earnings of one spouse may only be seized by the creditors of the other spouse if the obligation was contracted for the upkeep of the home or the education of children, in accordance with article 220.

"When the remuneration and other earnings are paid into a current or deposit account, these may only be seized under conditions defined by decree.

"Article 1415. Each spouse may only commit his/her own property and income, by way of a surety or a loan, unless contracted with the express consent of the other spouse who, in this case, does not commit his/her own property."

Article 12. The second sentence of the second paragraph of article 1418 and articles 1419 and 1420 of the Civil Code shall be deleted.

Article 13. Articles 1421, 1422, 1423, 1424 and 1425 of the Civil Code shall be replaced by the following provisions:

"Article 1421. Each spouse shall have the power to administer common property and to dispose thereof alone, provided that he/she shall answer for faults committed in such administration. Acts performed without fraud by one spouse shall be valid in respect of the other.

"A spouse engaged in a separate occupation shall alone have the power to perform the acts of administration and disposal necessary therefor.

"This shall be subject to articles 1422 to 1425.

"Article 1422. Neither spouse may alone dispose inter vivos, without payment, of the property of the joint estate.

"Article 1423. A bequest made by one spouse may not exceed his/her share of the joint estate.

"If one spouse has bequeathed an asset of the joint estate, the legatee may only claim the asset in kind to the extent that, in the event of a division, it falls in the share of the heirs of the testator. If the asset does not fall in the share of these heirs, the legatee shall be compensated with the full value of the asset bequeathed, against the share in the joint estate of the heirs of the testator spouse and against the personal property of the latter.

"Article 1424. Neither spouse may, without the other, dispose of or encumber with real rights buildings, businesses and undertakings coming under the joint estate, nor non-negotiable social rights and tangible movables whose disposal is subject to disclosure. Neither spouse may receive the capital generated by such transactions without the other.

"Article 1425. Neither spouse may, without the other, lease a rural property or a building for commercial, industrial or craft use coming under the joint estate. Other leases on common property may be concluded by one spouse and shall be subject to the rules laid down for leases concluded by the usufructuary."

Article 14.I. In the first paragraph of article 1426 of the Civil Code, the words "administration, either of the joint estate or of the reserved property, attests" shall be replaced by the words "administration of the joint estate attests".

II. The second sentence of the second paragraph of this article shall be replaced by the following: "; he shall, with a court authorization, enter into transactions for which his consent would have been required had there not been substitution".

Article 15. In the first paragraph of article 1427 of the Civil Code, the words "or the reserved property" shall be deleted.

Article 16. Article 1430 and the second and third paragraphs of article 1434 of the Civil Code shall be deleted.

Article 17. Articles 1435 and 1436 of the Civil Code shall read as follows:

"Article 1435. If the use or re-use is made in anticipation, the property acquired is owned provided that the sums expected from the estate are paid to the community within five years of the date of the deed.

"Article 1436. When the price and cost of acquisition exceed the sum used or re-used, the community is entitled to compensation to cover the surplus. If, however, the community's contribution is greater than that of the acquiring spouse, the property acquired shall come under the community, save the compensation payable to the spouse."

Article 18. The second paragraph of article 1439 of the Civil Code shall read as follows:

"It shall be borne in equal shares by the spouses on dissolution of the community, unless one of them, when it is constituted, has expressly declared that he/she will bear all or more than half."

Article 19.I. The first paragraph of article 1442 of the Civil Code shall

"It may not take place upon the continuation of the community, despite any agreements to the contrary."

II. The second paragraph of this article shall read as follows:

"Either spouse may request, if applicable, that, in their mutual relationship, the effect of the dissolution should be postponed to the date when they ceased to cohabit and collaborate. The spouse on whom the wrongs of the separation are principally incumbent may not obtain this postponement."

Article 20. The second paragraph of article 262.1 of the Civil Code shall read as follows:

"Either spouse may request, if applicable, that the effect of the judgement should be postponed to the date when they ceased to cohabit and collaborate. The spouse on whom the wrongs of the separation are principally incumbent may not obtain this postponement."

Article 21. In the first paragraph of article 1447 of the Civil Code, the words "from one attorney (avoué) to another" shall be replaced by the words "from one barrister (avocat) to another".

Article 22. The second paragraph of article 1449 of the Civil Code shall read as follows:

"The court, when pronouncing separation, may order one spouse to pay his/her contribution to the other spouse who shall from then on alone assume responsibility in respect of third parties for settlement of all costs relating to the marriage."

Article 23. The third paragraph of article 1469 of the Civil Code shall read as follows:

"It may not be less than the profit subsisting, when the amount borrowed has been used to acquire, to conserve or to improve an asset which is, on the date of liquidation of the community, part of the borrowing estate. If the asset acquired, conserved or improved has been disposed of before liquidation, the profit shall be evaluated as at the date of disposal. If a new asset has been substituted for the asset disposed of, the profit shall be evaluated on this new asset."

Article 24. Articles 1471, 1472 and 1473 of the Civil Code shall read as follows:

"Article 1471. The deductions shall be made firstly from the ready cash, then from the movables and subsidiarily from the immovables of the community. The spouse making the deduction shall have the right to choose the movables and immovables that he/she wishes. However, his/her choice shall not prejudice any rights that the other spouse may have to request the continuation of joint ownership or the preferential attribution of certain assets.

"If the spouses wish to take the same asset, lots shall be drawn.

"Article 1472. In the event that the community is insufficient, the deductions of each spouse shall be in proportion to the amount of compensation due to him/her.

"However, if the insufficiency of the community is attributable to a fault of one of the spouses, the other spouse may make his/her deductions from all common property before the first spouse; he/she may subsidiarily make such deductions from the property of the spouse responsible.

"Article 1473. The compensation due from the community or to the community shall bear interest automatically as from the date of dissolution.

"However, when the compensation is equal to the subsisting profit, the interest shall run from the date of liquidation."

Article 25. Article 1479 of the Civil Code shall be supplemented by a second paragraph reading as follows:

"Unless agreed otherwise by the parties, they shall be evaluated according to the rules of article 1469, third paragraph, in the cases laid down therein; interest shall then run as from the date of liquidation."

Article 26. The heading of paragraph 3 of section III of chapter II of title V of book III of the Civil Code shall read as follows: "Concerning the obligation regarding and contribution to the liabilities after dissolution".

Article 27. Article 1482 of the Civil Code shall read as follows:

"Article 1482. Each spouse may be proceeded against for the entirety of debts existing, at the date of dissolution which were introduced into the community by him/her."

Article 28. The second paragraph of article 1483 of the Civil Code shall read as follows:

"After the division, except in the case of concealment, he/she shall be responsible only up to the amount of his/her portion, provided that an inventory has been made and subject to the provision of an account both of the content of this inventory and of the relevant part of the division and of the common liabilities already settled."

Article 29. Article 1502 of the Civil Code shall be deleted.

Article 30. Section II of the second part of chapter II of title V of book III of the Civil Code shall be replaced by the following section:

SECTION II

PROVISION FOR JOINT ADMINISTRATION

"Article 1503. The spouses may agree on joint administration of the community.

"In this case, the acts of administration and disposition of common property shall be effected under joint signature of the spouses and they shall automatically imply joint and several liability.

"Conservatory acts may be effected separately by each spouse."

Article 31. Article 1518 of the Civil Code shall read as follows:

"Article 1518. When the community is dissolved during the lifetime of the spouses there shall be no cause for handing over of the preferential portion; however, the spouse for whose benefit it was stipulated shall retain his/her rights in the event that he/she lives longer, unless the matrimonial benefits have been lost by operation of law or revoked as the result of a divorce ruling or a judicial separation, without prejudice to the application of article 268. The said spouse may require a surety from the other spouse to guarantee his/her rights."

Article 32. Article 1543 of the Civil Code shall be drafted as follows:

"Article 1543. The rules of article 1479 shall be applicable to the claims that one spouse may have against the other."

Article 33. Articles 1570, 1571, 1573, 1574 and 1577 of the Civil Code shall read as follows:

"Article 1570. The original estate shall comprise the property which belonged to the spouse on the date of the marriage and the property that he/she has acquired subsequently by succession or donation, as well as all property which, in the régime of legal community, constitutes separate property by its very nature without giving rise to any compensation. No account shall be taken of the fruits of this property or any part of this property which may have had the character of fruits or of which the spouse has disposed by donation inter vivos during the marriage.

"The composition of the original estate shall be attested by a descriptive statement which may be made by private contract and shall be drawn up in the presence of the other spouse and signed by him/her.

"In the absence of a descriptive statement, or if it is incomplete, proof of the composition of the original estate may only be established by the means set out in article 1402.

"Article 1571. The original property shall be estimated according to its state on the date of the marriage or of its acquisition and according to its value on the date when the matrimonial régime is liquidated. If it has been transferred, its value on the date of transfer shall be considered. If new property has been substituted for the transferred property, the value of such new property shall be considered.

"From the original assets shall be deducted the debts with which it was encumbered, re-evaluated, if applicable, according to the rules of article 1469, third paragraph. If the liabilities exceed the assets, the surplus shall be fictitiously combined with the final estate."

"Article 1573. To the existing property shall be fictitiously added the property which is not included in the original estate and of which the spouse has disposed by donation inter vivos without the consent of the other spouse, as well as any property which may have been transferred fraudulently. Transfer for the purposes of a life annuity (rente viagère or à fonds perdu) shall be deemed to be fraudulent in respect of the rights of the other spouse, if the latter has not given consent thereto.

"Article 1574. The existing property shall be estimated according to its state at the time of the dissolution of the matrimonial régime and according to its value on the date of liquidation thereof. Property which has been transferred by donation inter vivos or fraudulently in respect of the rights of the other spouse shall be estimated according to its state on the date of transfer and the value that it would have had, if it had been retained, on the date of liquidation.

"From the assets thus constituted shall be deducted all debts which have not been settled, including sums which may be due to the other spouse.

"The value, on the date of transfer, of improvements which may have been made during the marriage to a part of the original property given by one spouse without the consent of the other spouse before the dissolution of the matrimonial régime shall be added to the final estate."

"Article 1577. The creditor spouse shall pursue recovery of his/her claim initially on the existing property and, subsidiarily, starting with the most recent transfers, on the property mentioned in article 1573 which may have been transferred by donation inter vivos or fraudulently in respect of the rights of the other spouse."

Article 34. In the fourth paragraph of article 1578 of the Civil Code, the words "by virtue of the preceding article" shall be replaced by the words "by virtue of article 1167".

Article 35. Articles 1595 and 2135 of the Civil Code shall be deleted.

Article 36. The first and second paragraphs of article 2137 of the Civil Code shall read as follows:

"Except for the case of participation in acquisitions, a legal mortgage may only be registered by court intervention, as explained in the present article and in the following article.

"If one of the spouses brings a legal action to establish a claim against the other spouse or his/her heirs, he/she may, when the action is instituted, seek provisional registration of his/her legal mortgage by submitting the original of the writ served, together with a certificate from the clerk of court attesting that the court is seized of the affair. He/she shall have the same right in the event of a counter-claim, on submission of a copy of the conclusions."

Article 37. In article 2139 of the Civil Code, the reference to article 2135 shall be deleted in the first paragraph and, in the second paragraph, the words "to the wife, for herself" shall be replaced by the words "to one of the spouses, for himself/herself".

Article 38. In article 2142 of the Civil Code, the words "of articles 2135 to 2141" shall be replaced by the words "of articles 2136 to 2141".

Article 39. In article 2163 of the Civil Code, the reference to article 2135 shall be deleted in the first paragraph and, in the second paragraph, the words "to the wife, for herself" shall be replaced by the words "to one of the spouses, for himself/herself".

SECTION III

LEGAL ADMINISTRATION OF THE PROPERTY OF CHILDREN

Article 40. Articles 383, 389, 389.1 and 389.2 of the Civil Code shall read as follows:

"Article 383. Legal administration shall be exercised jointly by the father and mother when they exercise parental authority jointly and, in other cases, under the control of the judge, either by the father or by the mother, according to the provisions of the previous chapter.

"Legal enjoyment shall be attached to legal administration: it shall belong either to both parents jointly, or to that parent who is responsible for administration."

"Article 389. If parental authority is exercised jointly by the parents, they shall be legal administrators. In other cases, legal administration shall belong to the parent who exercises parental authority.

"Article 389.1. Legal administration shall be pure and simple when the parents exercise parental authority jointly.

"Article 389.2. Legal administration shall be placed under the control of the guardianship judge when one parent has died or is in one of the situations set out in article 373; the same shall apply, unless the parents do not exercise parental authority jointly, when the father and mother are divorced or legally separated, or when the minor is a natural child."

Article 41. In article 389.4 of the Civil Code, the word "spouses" shall be replaced by the word "parents".

Article 42. Article 389.5 of the Civil Code shall read as follows:

"Article 389.5. In legal administration pure and simple, the parents shall perform together those acts that a guardian could not perform without the authorization of the family council.

"In the absence of agreement between the parents, the act must be authorized by the guardianship judge.

"Even by joint agreement, the parents may neither sell by private contract nor transfer to a company a building or business belonging to a minor, nor contract a loan in his name, nor renounce a right on his behalf, without the authorization of the guardianship judge. The same authorization shall be required in the case of amicable partition and the liquidation must be approved under the conditions set out in article 466.

"If the act in question is prejudicial to the minor, the parents shall be jointly and severally liable."

SECTION IV

SUNDRY PROVISIONS

Article 43. Any person who is of age may add to his surname, by way of custom, the surname of that parent who has not passed on his/her surname.

In respect of minor children, this option is open to those exercising parental authority.

Article 44. In paragraph 1 of section II of chapter III of title VI of book I of the Civil Code, a new article 264.1 shall be inserted, with the following wording:

"Article 264.1. When pronouncing divorce, a court shall order the liquidation and partition of the spouses' estate and rule, if applicable, on petitions for the continuance of joint ownership or preferential attribution."

Article 45. The second paragraph of article 305 of the Civil Code snall be supplemented by the words "of the spouses, as also in the margin of their birth certificates".

Article 46. Article 818 of the Civil Code shall be deleted.

Article 47. Articles 819 and 820 of the Civil Code shall read as follows:

"Article 819. If all the heirs are present and capable, the partition may be made in the form and by the means deemed suitable by the parties.

"Article 820. The hereditaments may, wholly or in part, be the subject of conservatory measures, such as the affixing of seals, at the behest of an interested party or of the public prosecutor, under the conditions and in the fashion set out in the Code of Civil Procedure."

Article 48. Article 821 and the first paragraph of article 940 of the Civil Code shall be deleted.

Article 49. In article 942 of the Civil Code, the words "married women", "or husbands" and "and husbands" shall be deleted.

Article 50. The second sentence of the first paragraph of article 1832.1 of the Civil Code shall be deleted.

Article 51. In the second paragraph of article 1873.6 of the Civil Code, the words "which the law attributes to the husband" shall be replaced by the words "attributed to each spouse".

Article 52. Articles 1940 and 1941 of the Civil Code shall read as follows:

"Article 1940. If the person who made the deposit has been stripped of his/her powers of administration, the deposit may only be returned to the person who has administration of the property of the depositor.

"Article 1941. If the deposit has been made by a guardian or an administrator, in one of these capacities, it may only be returned to the person represented by this guardian or this administrator, if the guardianship or administration is finished."

Article 53. Article 2208 of the Civil Code shall be deleted.

Article 54. No. 3 of article 30 of the Law of 1 June 1924, enforcing French civil legislation in the Départements of Haut-Rhin, Bas-Rhin and Moselle, shall read as follows:

"3. An extract of the document drawn up before a notary in the case set out in article 305, second paragraph, of the Civil Code."

Article 55. The provisions of the present Law shall not derogate from the special provisions of local law applicable in the Départements of Haut-Rhin, Bas-Rhin and Moselle.

SECTION V

TEMPORARY PROVISIONS

Article 56. The present Law shall come into force on the first day of the seventh month following its promulgation.

As from that date, it shall be applicable, regardless of the time when the marriage was celebrated, subject to the following provisions.

Article 57. The right of suit of creditors whose claim originated prior to the date of entry into force of the present Law shall continue to be governed by the provisions in force on that date.

Article 58. Spouses married before 1 February 1966 who have not made any marriage contract shall continue to be covered by the matrimonial régime of community of movables and acquisitions. This shall be fully subject to the rules applicable to the agreed régime of community of movables and acquisitions set out in articles 1498 to 1501 of the Civil Code.

Article 59. Subject to amicable agreements already concluded and court decisions which have the force of res iudicata, the new rules relating to compensation, deductions and debts between spouses shall be applicable to all matrimonial régimes which have not been liquidated at the date of entry into force of the present Law.

Article 60. If the spouses made a marriage contract before the entry into force of the present Law, the stipulations of their contract which do not contradict the provisions of articles 1 to 6 of the present Law shall remain applicable.

However, if the parties agreed on a régime of community other than that of common property, the provisions of the present Law shall be applicable to them with regard to all aspects of the administration of the common property and of separate property.

Article 61. The option of accepting community or renouncing it, provided for in articles 1453 to 1466 of the Civil Code as worded prior to Law No. 65-570 dated 13 July 1965 reforming matrimonial property law, may no longer be exercised.

Article 62. The provisions of articles 1570, 1571, 1573, 1574, 1577 and 1578, fourth paragraph, of the Civil Code shall apply immediately upon the entry into force of the present Law to spouses having adopted the régime of participation in acquisitions before such entry into force when their marriage contract referred, with regard to these different points, to previous legal provisions or was a reproduction thereof.

The present Law shall be executed as a law of the State.

Done at Paris, 23 December 1985.

FRANCOIS MITTERAND

By the President of the Republic:

LAURENT FABIUS
Prime Minister

ROBERT BADINTER
Keeper of the Seals,
Minister of Justice

YVETTE ROUDY
Minister of Womens' Rights

ANNEX VII

REPORT PRESENTED BY FRANCE
AT THE U.N. INTERNATIONAL CONFERENCE
IN NAIROBI TO SYNOPSIZE THE ACHIEVEMENTS
OF THE U.N. DECADE FOR WOMEN

WOMEN IN FRANCE
ONE WAY, TWO STAGES

1975 - 1985

LA DOCUMENTATION FRANÇAISE

PLAN

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INTRODUCTION

The past decade in France has been marked by :
— rapid rise in the awareness by all women of their situation,
— reappearance of an organised feminist movement which has proven itself capable of real strength,
— the will to be present on the job market was in no way undermined by the economic crisis and its attending unemployment,
— favourable political circumstances at last in the way the country was governed.

The sum of these factor which came to bear on both customs and legislation resulted in considerable advances being made bringing France up the leading nations. The struggles undertaken and the progress made did not, however, lessen the fact that women were still in a position of inequality, especially in the field of employment.

Women proved themselves to be determined to fight against the inequalities they encountered both on a legal, political and economic level, denouncing the patriarchal order that continued to reign in society especially by bringing into question their position in the couple, their role in daily life and the traditional distribution of family tasks.

A new claim : women's right to control over their bodies which proved a decisive factor around which these energies crystallised. The French Movement for Family Planning which boast an ever-increasing number of membres of both sexes, gave this demand for greater autonomy more widespread appeal through the bias of its 400-odd centres. After voting the 1967 Law on contraception, it was finally the right to have an abortion which aroused the greatest passion among public opinion and the media.

It should be said that at the beginning of the decade, the extreme inequalities written into French civil law since the Napoleonic Code which reduced women to the status of a "minor", had already been tempered.

The Laws dated 13 July 1965 and 4 June 1970 and 3 January 1972, had conferred on married women and single mothers a certain number of rights. It should still be pointed out that the new rights for single mothers were only given to them through the bias of the status accorded to natural children.

It was also at this time that the main left-wing political parties and trade unions had to accept, under pressure from their members convinced by neo-feminist analyses, women's groups in their midst, though this was not without a certain degree of reticence at times. Under the pressure of these women, not only were wage claims discussed in the home, the workplace, workers' unions and political parties but also the dual role of women, their domestic situation, their right to contraception, and abortion and finally their ambition to become equal partners in daily life as in the life of the trade unions and politics.

The unemployment crisis in no way deterred women's professional activities, especially among the young, and as a result France had to face a situation in which the demand for employment along women was rising very rapidly. In 1984, women represented 42.5 % of the working population as against 38.9 % in 1975. The percentage actually working in relation to the entire female population rose from 41.9 % in 1975 to 45.4 % in 1984 with a marked increase in the 25 to 49 year bracket (58 % in 1975 ; 70 % in 1984).

The evolution in women's place in the employment market is characterised by several points : the young generations interrupt their professional life much less often than their elders. Moreover, when they do so, it is for a shorter period and resumption of the professional activity is more frequent.

An even more significant fact is that when "women at home" answer surveys on women and work, they very often admit to wanting to work but that they are not motivated to take the necessary steps to find employment because of the economic crisis, family responsibilities or quite simply the lack of training.

There is a wide-spread opinion among the general public that would see this situation as a temporary crisis caused by the overall economic crisis which to force women to seek a second income, the demographic situation in France and as a "fashion" soon to be replaced by another : the return to "specifically feminine" activities. Such is not the case. A government report (1) emphasizes the increase in the number of working women and forecasts that it will rise by a further 19 points during the final quarter of the century : "this extrapolation is based on the following observation : in an equivalent situation, each generation of women show a propensity to work greater than the preceding generation. In more concrete terms, a married woman with two children and aged 27 has the same propension to work as a 27 year old woman of the preceding generation with one child. The same applies to mothers of three children in comparison to those who had only two.

(1) VIIIth Plan Report : "Reflections on the future of employment".

Despite the fact that the number of girls continuing their education beyond the age of 16 is increasing -- and often higher than the number of boys --, the career orientations they are given as well as the training infrastructure available to them, all too often predestines them to traditionally feminine jobs which are fewer than the so-called "male jobs" and to underqualification. This is one of the explanations for women's lower salaries which, despite a certain improvement, are overall lower than men's (33.8 % difference in 1983 as against 36.4 % in 1984).

In the public sector, which is however one of most favourable for women, there are more of them in non-permanent positions, and while it is true they are numerous in the welfare-orientated ministries, they all too rarely reach senior positions.

As far as non-wage earner women are concerned, the problems are varied. Farmers, family helps, farm workers account for one million women who for historical and sociological reasons have been considered in their work from the point of view of their marital status putting them under the authority of the head of the family. The same applies to retailers whose welfare rights were for a long time closely linked to those of their husband.

Having always worked a lot but in a way more or less behind the scenes, women are at last conquering the renaissance of their work and are appearing in positions where they were not always expected. This situation is one of inequality : everything that draws women away from social life and family chores tends to separate them from important trade union and political responsabilities. How is it possible to find the time to attend to both family activities and reach the upper levels when the division of domestic duties is so unequal ?

The beginnings of feminism go back to the claims in the list of grievances to the States General and the French Revolution of 1789, or in Article 10 of the Declaration of Women's Rights by the revolutionary Olympe de Gouges in 1791 that is attributed to Madame de Staël, Georges Sand or Flora Tristant and which is considered from a revolutionary, originally a Fourierist, point of view. Feminism is at the origin of all modern claims by women today although often not to their knowledge.

The complementarity between women's struggles for civic and private rights to the employment market by women is evident even if when it appeared in 1949, Simone de Beauvoir's work "The Second Sex", did not give rise to a sufficiently strong awareness across a broad enought spectrum in France to

form a vast militant mouvement at the time. However, when the work was published in its English translation in the United States, there was an exceptional reaction.

It was in fact in the United States that the feminist mouvement reappeared in the '60's in a specific historical context with the battle for civil rights, the Vietnam war, general awakening of minorities and above all at a time when the lives of women in our industrial society were undergoing an unprecedented transformation.

It will never be sufficiently emphasized to what exent the discovery of chemical means of contraception (the pill), the increase in life-expectancy and the rise in "consumer society" with the attendant array of electronic appliances, have all contributed in radically changing women's lives freeing them from many obstacles and making it possible for them to at last take the time to live, to become aware of the place allotted to them in society and simultaneously to bring this into question.

Concomittant with this was the rise in level of education and the development of modern means of communication and information (radio and television) which contributed in creating solidarity between women across the spectrum of social classes to the extent that it brought forth an awareness and collective action.

In France it was not until May 1968 that the feminist movement appeared and the influence of American feminist began to be felt : especially the works of Betty Friedman and Kate Miller who themselves had drawm their force from the rediscovery of the works of Simone de Beauvoir.

Women's claims, which for the first time were representative of mass aspirations (1) met with such a strong impact on public opinion that the public powers had for the first time to take heed.

The need then became evident for some structure at a government level to answer their claims. As early as July 1974, a State Secretariat was formed for women's status, then in September 1976, a National Delegation for Women's Status followed in September 1978 by a Ministry for Women's Status and a State Secretariat for Women's Employment. A further innovation appeared in 1981 with the creation of the current Ministry of Women's Rights endowed with its own bigger budget. The issue was not only to improve the women's living conditions but also to recognise their legitimate rights in the French tradition of the Declaration of the Rights of Man and of the Citizen.

(1) the first claims were essentially made by the better-off social classes

The President of the Republic, François Mitterrand delivered a speech on March 8, 1982 when he received in the Presidential Palace, the Elysée, a certain number of women who in various domains had defended the cause of women. This speech was to guide the government's policy in this field.

Since 1981, March 8 has been recognised in France as the day celebrating women's struggles. This date is rich in history and recalls the strike by clothing workers in New York and the proposal by Clara Zetkin in 1910 to have a "women's day" organised in all countries. At the time, the question was the right for women to vote which was granted in France in 1944.

PART ONE

ON WOMEN'S STATUS... (1975 - 1981)

The notion of women's status has dominated all reforms in the first part of the decade from 1975 to 1981.

On 16 July 1974, the government decided to create a State Secretariat for Women's Status, under the Prime Minister and confided it to Mrs Françoise Giroud. When she resigned in August 1976, Mrs Nicole Pasquier was named National Delegate for Women's Status. In September 1978, she was named Secretary of State for Women's Employment In the Ministry of Labour and Participation, she was replaced by Mrs Jacqueline Nonon who resigned seven months later. In September 1978, Mrs Monique Pelletier became Minister Delegate to Women's Status, then in February 1980, Minister Delegate to the Family and Women's Status.

Throughout these first six years, women have been given greater access to work through the passing of laws and regulations which have also aimed at fostering the reconciliation of their professional and family life and have made certain changes to their status and social welfare cover.

A - CONDITIONS RELATING TO ACCESS TO EMPLOYMENT

Women's working conditions have been examined by the Committee on Women's Work which has made considerable efforts in locating discrimination against women in all professions.

The notion of part-time work has been the centre of the debate : some argue that it is the only way to reconcile the desire to work with family life while bringing in supplementary income into the household, criticised by others for relegating women to a secondary role and placing them in an unstable position. Regulations governing part-time work were, however, laid down by the 27 December 1973 Law. In 1978, 15.3 % of women worked

part-time as against 20 % in 1983. Part-time work is essentially for women and in service industries. However, it would seem that part-time work is not a solution for reconciling professional and family work. In particular, it does not free them from the "double day's work" and above all does not allow them to pursue a career. Part-time work is, despite all, a flexible solution which may help women (or men) through a particular moment in their professional life.

1. Training

While it is true that the possibilities for education are theoretically open to both sexes in the same way, there still remain some differences between men and women to the detriment of the latter. At the same time as measures were introduced for curricular and professional career guidance for young girls, the public powers introduced a series of individual measures designed to improve the conditions in which women have access to training and to diversify their employment possibilities. Young women from 16 to 25 and women who suddenly found themselves head of the household and obliged to work, were granted the right to undertake paid training sessions for a duration of from 6 to 8 months without any conditions as to qualifications or diplomas (Decrees of 5 June 1975, 31 March 1976 and 6 July 1977). The priorities to be adopted for State assistance in vocational training were defined in the 28 December 1976 Circular from the Secretariat General for Vocational Training. This text recalled, on the one hand, that the aim of this type of training was to favour the "reinsertion of certain categories, notably women who wanted to work..." and, on the other hand, that single women with at least one dependent child, widows or mothers who had brought up one child to the age of three years and who found themselves in the position where they had to work, have priority for these training sessions.

The second Pact for Employment (6 July 1978 Law), made provision for women without employment, whatever their age, who are widowed, divorced, legally separated, single but with a dependent child or beneficiaries of the single parent allowance, to have access to practical training in companies paid by the employer with assistance from the State and to pretraining and preparation for professional life sessions with remuneration from the State. These measures were carried over into the Third Pact for Employment (10 July 1979 Law).

As far as the employment-training contract (28 July 1978 Decree as modified by the 10 July 1979 Decree) is concerned, it applies not only to the cate-

gories of women mentioned in the 2nd and 3rd Pacts for Employment but also to women who are seeking to re-enter the work force at least two years and at the most five years after a birth or adoption.

The public powers have also taken a series of legislative texts and regulations and introduced measures designed to make a greater number of professions accessible to women.

2. Public service sector

The age limits for entry examinations to the public service have been extended (20 May 1975 Law).

The 3 January 1975 Law removed all age limit restrictions for access to employment in the public service for women having to work after the death of their husband. The 14 August 1975 Law rised the age limit from 35 to 45 for competitive recruitment examinations to certain public service categories (B, C and D). For one other sector (Category A), the age limit is generally set at 38. However, women with one dependent child or who have raised at least on child have been authorised to sit for exams with a view to employment in this category or for employment at an equivalent level in municipalities and other public bodies up to the age of 45 (9 July 1976 Law). Lastly, the 7 July 1979 Law removed all conditions of age for access to employment in the public sector for mothers of three or more children, un-remaried widows, women legally separated from their spouse and single mothers with at least one child finding themselves in a position of having to work.

The good intentions of the legislator are clear from two texts in particular, but they do not go as far as they could.

The 10 July 1975 Law modifying article 7, states that no distinctions should be made between men and women for employment in the public service sector... except in the case where "the nature of the work and conditions under which it is carried out justify this distinction". For certain categories then, consideration may be given to recruiting men or women only with separate conditions applying to those men or women.

The 11 July 1975 Law, assimilated discrimination based on sex to that based on race in the private sector. This means that employment cannot be refused to a woman on the grounds of her sex or family situation... unless there is some legitimate motive, which has been left to the discretion of the judges.

3. Spouses of retailers or artisans

The Decrees dated 1 June 1979 and 4 June 1980 granted the spouses of retailers the possibility of being recognised as an associate giving them access to all the professional and social rights from which their husband benefits, and the right to participate in chamber of commerce and industry elections and be elected thereto in the same conditions as company heads (13 July 1979 Decree). Similar measures were taken for the associate spouses of artisans thereby giving them the right to vote in or be elected to trade guilds (4 June 1980 Decree).

4. Farmers' spouses.

700 000 women work with their spouse on farms.

Since the 4 July 1980 agricultural orientation law entered force, spouses are considered as having given each other the reciprocal mandate for all administrative acts concerning their holding when they operate a same property together and for their own account.

The law makes provision for consent of both spouses in certain cases of transfer or termination of leases. It also makes provision for farmer's spouses to participation in the general assemblies of cooperative, mutuality or agricultural credit organisations and to be elected to the board of directors or of control for these organisations.

B - PROFESSIONAL AND FAMILY LIFE

The question of reconciling professional and family activities having been posed, a certain number of measures have been taken in this respect.

Parental educational leave was instituted by the 12 July 1977 Law. Rights to promotion are maintained to the extent of 50 % during postnatal leave reserved for women in the public service or assimilated positions. The 1978 Decree also makes it possible for public servants to request part-time employment to raise children under the age of 16 years.

These measures correspond to women's wish to not give up "forever" their professional career when they have a child and even, as far as parental leave is concerned, to alternate, depending on the couple's choice, which person stops work.

Lastly, single women with family responsibilities can benefit, in the same way as a couple, from the advantages connected with the birth of a child.

A survey carried out in 1978 revealed that as far as local infrastructures are concerned, French women's second highest concern is for child-minding centres. Between 1975 and 1980, the number of vacancies in pre-schools increased from 45 000 to 65 000. Since 1981, an additional 30 000 vacancies were created. Efforts have been concentrated both on municipal pre-schools and other more flexible structures such as parental minding-centres, mini-pre-schools and family pre-schools.

The 11 July 1975 Law stipulated that a woman does not have to declare the fact that she is pregnant to prospective employers, that an employer cannot refuse to emply a woman because of her pregnancy, nor shall he make enquiries by any means whatsoever into this matter. The Law also states that upon presentation of a medical certificate, a pregnant woman "can" request temporary transfert because of her pregnancy. As far as redundancy or dismissal is concerned, this Law stipulates that the employer cannot cancel a salaried woman's contract, even during her trial period, if the person concerned is pregnant, nor can the employer do so during the fourteen weeks following the birth... but the work contract can be cancelled for "valid (reasons) independent of the pregnancy OR if the employer is no longer in a situation to uphold the contract"...

Until 1975, non-working mothers had no rights of their own and their only entitlements to social welfare derived from their husbands' activity.

There has been change in the field of family allowances, health insurance and old-age pensions : coverage for single women and women as head of the family has been improved. In this respect the 9 July 1976 Law created a guaranteed minimum income for one year as of the date of widowhood, divorce or childbirth for single mothers. Finally, the system whereby pensions revert to the spouse in the national pension scheme has been improved.

C - WELFARE COVER

1. Civil and fiscal status

The status of women that the Napoleonic Code set down as of a "minor" within the institution of the family was in part improved as from the laws passed in 1970. These laws abolished the notion of head of the family (except as far as fiscal law and managing the couple's or the child's property is concerned) and replaced paternal authority by parental authority.

The 11 July 1975 Law reformed divorce from the point of view of its principles. It made it possible, in particular, to obtain divorce by mutual consent and also modified the effects of divorce by replacing maintenance by a "compensatory allowance". This latter has lost "the notion of duty to render assistance" and is aimed at tempering the differences that divorce created between the respective conditions of the spouses.

In fiscal matters, a married woman can since 1978 request the taxation office to produce the documents and information to which until then only the husband had access.

2. Control over maternity.

The text concerning abortion which was submitted to the Parliament in 1974 can only be understood if we bear in mind the vigorous campaigning by feminist movements which demanded that this text be passed as the symbolic introduction to any policy concerning women.

The parliamentary debates over this bill concerning voluntary abortion were among the most violent during the seven-year term of the previous President of the Republic. Finally, the text could only be passed with the support of left-wing parliamentarians who sought all along to have it reimbursed by the national healt scheme... but in vain.

The 17 January 1975 Law concerning voluntary abortion made it possible for a five-year period all non-therapeutic abortions before the end of the tenth week of pregnancy by a doctor in a public or recognised private hospital. Certain restrictive clauses were also added for minors (parental authorisation) and for foreigners (minimum period of residence). It was not however reimbursed.

The 31 December 1979 Law reconfirmed the main dispositions of the 1975 Law making permanently legal all voluntary abortions made in respect of the legal conditions. Any French woman having reached her majority, and who believes herself to be in a situation of distress as a result of her pregnancy can, since this date, request that her pregnancy be terminated without any risk of incurring legal proceedings.

The notion of "situation of distress" was at the centre of the debate. Firstly, who was to judge the "distress" in which the woman found herself ? The doctor or herself ? According to the Law it is the woman who is judge. It should be pointed out that this Law defined a sort of new "Human Rights" specifically applicable to women.

In the early stages of the Law's application there were difficulties in the public hospital sector, especially in the gynaecology-obstetrics services where reticence was often noticed. These difficulties were progressively overcome when the definitive Law was passed in 1979. Hospitals' capacity to cope with the number of requests was overall still insufficient and at times definitely insufficient in certain regions or *départements*.

The Law also made provision for an extensive contraception campaign but which was only introduced much later in 1982.

The High Council for Sexual Information, Birth Control and Family Education, created by a Law on 11 July 1973, was responsible for proposing measures designed to promote information and pursue young people's sexual education.

A Law dated 4 December 1974 also authorised the reimbursement of contraceptives by the state medical scheme.

This policy was also accompanied by measures in favour of children and infants in the family. A peri-natal programme resulted in the child mortality rate being reduced from 18.2 % in 1970 to 10 % in 1980. Maternity leave was increased to 16 weeks (12 July 1978 Law). For the birth of a third child, maternity leave was increased to 26 weeks (17 July 1980 Law). Lastly, the 9 July 1976 Law instituted a paid 8-week period of leave for a child adoption : this period was later extended to 10 weeks in 1978 and to 18 weeks in 1980 when the number of dependent children reaches or exceeds three.

3. Rape.

The 23 December 1980 Law concerning the repression of rape and certain other breaches of morals firmly suppresses these specific agressions of which women may be victim and which had remained for too long unpunished in reality. It is characterised by a dual function : repression and prevention.

For the first time law gave a legal definition of the incrimination of rape and put an end to the distinction depending on the sex of the victim.

It also relieved doctors of their professional secrecy so that they could inform the Public Prosecutor, with the victim's consent, of nay ill-treatment that would indicate rape had been committed thereby facilitating the interested party's suit. It also gives certain associations whose statutory objectives includes the fight against sexual crimes, the possibility of associating in an action with the public prosecutor in rape cases. Finally, it leaves it up to the victim's discretion whether to have the matter heard in private or not. This becomes mandatory at the plaintiff's request thereby ensuring increased protection of the victim's private life as their identity can only be released to the media upon their express consent.

In November 1980, the President of the Republic considered that "the period of great legislative reforms concerning women's condition was undoubtedly coming to its end".

And so the first part of the decade came to its close. Another was to begin...

PART TWO

WOMEN'S RIGHTS
(1981 - 1985)

With the election of the new President of the Republic in May 1981, women's rights were, for the first time in France, to become part of the government with the creation of a specific Ministry with its own budget ; the object of a policy-making plan clearly included in an overall project to change and modernise society.

The time had come to even further as the present Minister of Women's Rights stated. It was now a question of adding the final touches to the indispensable legal arsenal and translating formal rights into reality through the participation of women themselves.

Women had also to tackle the problem from a more modern angle, to adopt the notion of individual rights, to aspire legitimately to self-expression, work, participation in social, cultural and political life on an equal footing with men. It is obvious that this choice brought into question patriarchy, its rules and culture.

Immediately after having been nominated by the government, the Minister for Women's Rights requested a group of experts to synopsize the situation : "women in France in a society of inequalities".

Right from the beginning of its creation, the Ministry of Women's Rights was given real, effective budgetary means. Its budget was some ten times that of the available budget of the Ministry of Women's Condition which preceded it. From the very first year of its budgetary existence, it had at its disposal approximately three times the available credit that had been devoted to measures in favour of women by the various ministries of the previous government.

From the first year, operation funds were earmarked for the 35 consultants and the 22 regional delegates. With its powerful regional structure, the Ministry of Women's Rights is an administrative machine whose role is to promote measures that will enforce and promote the old and new tights of women in society.

In his speech on 8 March 1982, the President of the Republic, underlined the priorities of his government's policies in favour of women : "the aims are simple to define, they correspond to the demands put forward by women today : autonomy, equality, dignity".

The foundations for a new policy had been laid : the notion of "derivative rights" that was part and parcel of the concept of "women's condition" gave way to the new idea of founding rights to autonomy and equality for women who thereby became fully entitled to direct rights.

A - EQUALITY : BASED ON THE NOTION OF REMEDIAL MEASURES OR "POSITIVE ACTION".

In this same speech the President of the Republic also stated what conception of equality would be at the basis of his government's action. In recognising "all the inequalities which exist or which arise between men and women in all walks of social and professional life", the President asserted that it was not possible to apply a policy in favour of women without taking into account the specific nature of their situation : "to take this specificity into account is not to deny women's rights but on the contrary to create the conditions necessary for their effective application". He went on to say that "equality in the professional sphere does not only imply employment equality but also equal salaries, working conditions and possibilities for promotion".

1. Law on professional equality.

The publication on 14 July 1983 of the Law on professional equality marks an important date.

In the mind of the legislator, it was necessary to apply a useful text in which the method of application of the principles announced would be set out, so as to avoid the errors of the 1972 Law which decreed salary equality creating the illusion that progress had been made without actually making any actual changes. Hence the idea of an office for professional equality under the responsibility of the Ministry for Women's Rights.

The text had also to take into account social changes and the desire more and more frequently expressed by women to enter the working world with equal oppotunity.

Times change, laws must keep apace.

The new Law gives a clearer definition of the value of work. In this way, experience can now be considered as equivalent to a diploma. It prohibits, as did the previous Law, an employer from refusing to hire or give promotion or training to someone because of their sex, but above all, it has deleted the notion of "legitimate reasons" which was a loophole opening the way to any manner of abuse.

Similary, as was also decided in the case of immigrant workers, in the event of conflict between the employee and employer, it is up to the latter to prove his case and not the reverse, as was the case previously.

Finally, one last point : equal opportunity implies the means to attain that opportunity. To this end, a series of temporary remedial measures have been programmed for those who are discriminated against.

In concrete terms, all companies are now required to compile an annual report comparing the situations of women and men they employ and, if necessary, to submit an equality plan (the most meaningful of these may benefit from state assistance), negotiated between unions and employers in those instances where unequal opportunities have been noted. This Law undoubtedly requires greater clarification. The same can, however, be said of any new reform which must undergo a trial period before being accepted. And so, it is of interest to be able to present a certain number of examples. Some already exist and are being applied in certain branches, in certain branches, in banking, for example. Sofinco has instituted an equality plan based on training. If all goes well, within three years 30 % of the executive staff will be women, whereas today there are virtually none. At Moulinex, women skilled workers will, after an 18-month training periode, be able to apply for a specialised position. At the SNIAS (French national aerospace) rather original remedial measures were taken. Very few female candidates applied to sit for the entrance exam to the training school, so the Ministry of Women's Rights organised a programme including detailed information followed by three weeks' preparation prior to the qualification period to convince girls that they are quite as capable of handling the tests as boys are.

2. Equality and the Public Service Sector

Certain exceptions were jeopardising the principle of non-discrimination between the sexes in the public service. The matter had to be taken further

The 7 May 1982 Law, modifying the general status of public servants, really brought into being by law the principle of equality between men and women in the public service. It reduced the number of sections for which separate recruitments could be made from 29 to 15. A further recent Deecree has brought this figure down to 12.

The 13 July 1983 Law concerning the rights and obligations of public servants solemnly guarantees that "no distinction can be made between public servants on the grounds of their political, union, philosophical or religious opinions, their sex, or their ethnic origin". More importantly, the 11 January 1984 Law confirms all these measures and in particular makes provision for a report to the government every two years on the actual progress that has been made in eliminating discrimination. Lastly, further textes make provision for sharing parental leave.

These measures are of particular importance, given the dominant position of women in the French public service. Without taking into account the Ministry of Defense, more than one out of two public servants is a women. It should, howerver, be noted that in 1984, the main State bodies only had 5.6 % women.

3. Equality in public sector employment and training.

One of the main lines of the policies applied by the government, and in particular by the Ministry of Women's Rights is the reduction in professional inequalities.

It should be noted that general measures such as reducing the age for retirement to 60 years, the 39-hour week, the fifth week of paid holidays, the indrease in the basic wage have notably improved women's working conditions.

The percentage of women among the unemployed has decreased, except for young women under 25 who still account for the majority of young people looking for work. Still, the unemployment rate among women remains higher than for men (12.1 % as against 9.6 %). Since 1981 all efforts and

measures in this domain have been concentrated on giving women the right training. Many measures have been taken to improve the employment situation of women.

A special programme was instituted to combat unemployment. Numerous circulars have been issued recalling that mothers and women head of the family have priority for vocational training sessions. In addition to this, special measures have been taken to improve the position of women in the job preparation programme for the young. In a circular dated 30 September 1982 it was requested that attention be paid to the position of young girls and young women "in accordance with the position they hold in unemployment figures for their respective age group".

Lastly, a protocol agreement was signed in February 1985 between the Ministry of Women's Rights and the Interministerial Delegate for vocational and social reintegration of young people in difficulty. This protocal states "that the aim is to assist young girls through the bias of local offices to reorientate their choice of vocation and to institute remedial measures".

The institution of equal opportunities presupposes that remedial measures be temporarily taken in favour of women alone. The notion of "remedial measures" is based on the idea that it is not possible to apply identical measures to people that find themselves in unequal situations, otherwise the inequalities would simply be repeated. This principle, stated in the Law on vocational equality between men and women, finds its full justification in the field of vocational training and the fight against unemployment. It was this that guided the measures taken by the Ministry of Women's Rights in its pilot training schemes.

These pilot schemes emphasized women's training in fields that are traditionnally not feminine sectors but which hold promise for the future. The fight against unemployment and for opening of all sectors of activity to women are run concurrently.

Almost half the effective budget of the Ministry of Women's Rights is devoted to specific training schemes and two-thirds of this are devoted to giving women the means to acquire both competency and qualifications in new technologies. In 1985, the vocational training fund doubled its budget allowance for programmes to bring women up to the required standard for them to have access to qualifying sessions in the fields of electronics. They account for between 20 and 25 % already but the figures must increase so that they are present in equal numbers.

The aim of these pilot measures is above all to create original types of training that can be integrated in decentralisation programmes by regional administrations and training organisations. Programmes have been instituted by the ANPE (1) aimed at improving the infrastructure and guidance for unemployed women bearing in mind the specific obstacles confronting their entry into professional life. At the same time a policy has been applied with the A.F.P.A. (2) in order to increase women's participation in this organisation more rapidly than the increase from 17.61 % in 1981 to 19.24 % in 1983.

Lastly, a person responsible for questions concerning women's employment has been named to assist each regional director of employment. A convention to be signed between the Ministry of Labour, Employment and Vocational Training and the Ministry for Women's Rights is being compiled. The aim of this convention will be to give formal existence to the various measures taken to favour women's employment so as to assure that they are fully applied and exploited.

In order to assist isolated mothers who are in particularly difficult situations to regain their economic autonomy and dignity, the Ministry of Women's Rights instituted in 1983 an experimental programme for their social and professional reintegration.

The improvement of the overall employment situation of women depends on the lessening of the difficulties they encounter in the employment market, but above all on the career guidance they are given at school. This is the key to equal opportunities between boys and girls.

4. Successful career guidance : the keystone.

When examining the difficulties girls encounter in job preparation, there inevitably comes a time when the problem of their career guidance arises. Girls stay at school longer than boys, they repeat less, have a better success rate than boys but in general are still guided towards some 30 careers or so.

(1) A.N.P.E. : National Employment Office
(2) A.F.P.A. : Association for Adult Vocational Training

whereas boys are directed to some 300*. The Ministry of Women's Rights has therefore decided to attack the very roots of these inequalities and outmoded prejudices which are the cause of the more restricted career guidance given to young girls. A national campaing on career guidance and vocational training for girls was launched so as to create awareness among teachers and parents of the importance for girls of a sound professional project adapted to our modern world. This campaign was run through April 1984 in all media around the theme of "Professions have no sex : at school, all directions for all". It was well accepted by the public. Over the past two years measures have also been taken to incite greater diversity in women's employment.

This policy took concrete form when a convention was signed by both the Ministry of Education and the Ministry of Women's Rights on equal opportunities for girls and boys and on career guidance for girls.

This convention has particular bearing on personnel training, specifically by sessions in which sex-biased prejudices are analysed as are the means to rectify this situation right from the stages of elementary schooling ; installation of premises, boarding schools notably for young girls in cases where their admission in technical or scientific sections is dependent on this ; increase the number of young girls in scientific and technical sections by 30 % through a specific policy of equal recruitment when creating new classes ; and by directing literary or tertiary teaching classes towards scientific or technical classes.

In each regional educational authority, a person has been named to ensure that these policies are enforced.

B - AUTONOMY

Distinct progress has been made in the field of obtaining autonomy in their own rights.

1. Freedom of choice in maternity.

As early as May 1981, the Minister of Women's Rights wanted to offer all women, whatever their social status, access to information on contraception. A brochure entitled "Contraception is a basic right" was edited and in November 1981, the Ministry launched a vast nation-wide televised campaign on contraception : "today, every woman must be in a position to choose".

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* There are only 16 % of girls in engineering schools, 9.8 % at the Ecole Centrale des Arts et Manufactures and 1.2 % at the Ecole des Arts et Metiers.

On 31 December 1982, the Law concerning reimbursement for voluntary abortions was voted by the Parliament. It is true that the 1975 and 1979 Laws made abortion a possibility but women who did not have the means to pays for it were often obliged to resort to clandestine means. The fact that abortions are now reimbursed by the national medical system has made the situation more healthy and brought greater dignity and justice to all women. At the same time other measures were taken also with the same aim of increasing justice and equality. The number of public hospitals dispensing abortions was considerably increased. Similarly, the number of information or family planning centres was increased from 150 in 1981 to 374 in 1984.

2. Improvements to the status of artisans' or retailers' spouses

Certains groups of women demanded a status that would situate women in society according to their own capacities and not as a function of their marital or family situation. The wives of artisans and retailers saw their legal status improve quite considerably. Their professional and social rights were given legal status by the 10 July 1982 Law according to three different statuses among which they can choose : assitant, associate or wage earner, and company head. As far as the status of assistant, associate or even company head is concerned, women now benefit from maternity allowances.

This also applies to women who exercise a profession on a freelance basis, as well as to the spouse of a member of these profession when she is his assistant. Of course, when the spouse is employed as a wage-earner by her spouse, she benefits from all the social rights of all wage-earners.

3. Improvements to maintenance collection.

This innovation text, which was adopted unanimously by the Parliament was necessary to remedy the short-comings of all previous legislation in the matter. The 2 January 1973 and the 11 July 1975 Laws concerning public recovery of maintenance was already a step in the right direction, but they were still insufficient. The basic innovation brought by the text passed by the Parliament consisted in replacing the parent, whether alone or not, for recovery procedures by the organisation that already pays family allowances in France. In addition to this, this Law makes provision for the payment of maintenance in advance for single parents under the form of a "family support allowance". In the event that only part of the maintenance is paid, it also makes provision for payments to make up the difference.

In order to ensure that the interested parties are aware of their rights, the Ministry of Women's Rights is preparing an information campaign with explicative brochures and various pamphlets and posters.

4. Improvements in the field of taxation

As far as fiscal matters are concerned, two major advances have been made : elimination of the notion of head of family in fiscal law (dual signature is mandatory on income tax declarations - Finance Law in 1983), recognition of the married woman's work (deduction made for child-minding expenses for children under the age of 5 from the taxable income has been extended to married couples - Finance Law 1982).

5. Improvements to parental leave.

The 4 January 1984 Law brought improvements to the parental leave scheme extending it to both the father and the mother. Previously, the father could only take advantage of this right, if the mother expressly renounced her claim to it. It is now up to the interested parties to make the choice between stopping their professional activity entirely or reducing it to a part-time occupation. This right applies both in the cases of birth and adoption.

6. Reforms to matrimonial regimes.

The 1965 Law maintained the principle according to which the husband alone administered the household and the children's possessions. A Bill* was presented to the Council of Ministers on 14 March 1985 in an attempt to put an end to the inequalities between spouses married under the communal regime. Once this bill is passed women will be able to accomplish all legal acts alone as far as daily life is concerned in the same way that their husband can. All acts involving the property of the couple in a more serious manner will have to be signed by both spouses.

* A further Bill will be presented to the parliament concerning social protection of persons, women usually, who against their will, are divorced. This would involve instituting a system whereby the spouse requesting the divorce would have to bear the burden of costs for the healt cover of the other party.

C. DIGNITY

1. Prevention of violence.

During the national consultation up to 8 March 1985 (1), it was obvious that the most deep-felt need among women was for dignity.

On 28 January 1985, the Minister for Women's Rights launched a series of regional symposia which will take place throughout the year on the theme of "women, violence and security". These symposia will be occasion to relaunch a certain number of measures that have already been taken : training sessions for police officiers in local police stations to help them better cope with the needs of women victims of violence (beaten or raped...). They will also serve to gather details on new proposals to meet the needs of security for women. This is all part of an overall programme that has been applied since the Ministry was created and will result in numerous centres being opened to which women who have been beaten will be able to turn. Such actions for the prevention of specific violence of which women are victim canrotbe disassociated from the "cultural" policy applied by the Ministry of Women's Rights. The "cultural" factor is undeniably the lowest common denominator of all measures taken by the Ministry of Women's Rights and it is through it that such measures can be qualified as innovative.

2. Cultural policies.

All the important measures taken over the past 4 years are the result of a critical analysis and questioning of a certain "cultural" perception of the role of women and their image within the couple and society at large.

In the 1970's feminist movements rose up against the dominant culture which limited women to "make-shift" activities and which bore a "restrictive" image of them in society. In order to ensure women their dignity and autonomy, the Ministry of Women's Rights has paid particular importance to bringing into question sexist stereotype images and portraying in their stead a new image of women who are partners in the progress and modernisation of our country. No such undertaking had ever before been attempted, as it brought into question a long-standing patriarchal cultural tradition. Moreover, in the field of culture, the difference between the sexes which had been developed hitherto presented the danger of segregation and, therefore, of isolating women in a status that was complementary, but inferior.

(1) See annexes

It can be considered that this task is now well under way. The force and originality of the Ministry has been to integrate all the legitimate aspirations of women into a coherent policy with which every has been able to indentify, without however, generating any antagonism between family law and women's law.

Sexist images and stereotypes have above all been brought into question through school books. Indeed, school books all too often still present a social structure which dates from the 19th Century where the distribution of female and male roles remains marked by patriarchal stereotypes.

This conditioning is all the more successful since there is a differenciation between the education of the two sexes right from the first years of schooling which corresponds to the separation of the traditional roles.

The Ministry of Women's Rights with the assistance of the Ministry of Education has instituted a determined policy to correct and rectify this situation. In particular, this has led to the creation of four positions for feminist studies in Universities. It might also be pointed out that a "Programmed Thematic Action" has been created on the theme of "women and research" at the State Scientific Research Institute (CNRS).

The Ministry then turned its attention to questions of language. Language cannot be left to evolve as a mere sideline to the measures taken to promote the position of women in modern society. Language must translate the evolution in mentalities. The creation in Februray 1984 of a terminology commission composed of eminently qualified persons to study the feminisation of professional titles is not a mere question of language, but is an integral part of a political programme to assert women's identity and to reduce the inequalities between men and women. This commission will hand down the results of its work at the end of 1985.

Aside from this realisation and its transformation into concrete terms, the Ministry of Women's Rights has since 1981 undertaken significant efforts to promote programmes for cultural creations by and training of women. Whether in the field of theatre, music, the plastic arts, poetry or literature, very few women were recognised and given the opportunity to express themselves by the Public Powers. A reflection of their discriminatory position, their creative works were often marginalised. They were seen rather as consumers of culture than as participants to its creation.

It therefore behove the Ministry of Women's Rights to assert women's creative capacity and to help them become established in their legitimacy. It is

for this reason that the Ministry with various other government departments organised a certain number of original events : exhibitions of plastic arts at the Ministry itself, financial assistance to cultural associations and for certain reviews, creation of two literary prizes (the Georges Sand prize and the Alice prize) which are awarded on March 8 of each year. The first of these prizes crowns a new and strong work, revealing a new symbolism and written by a woman ; the second is for a children's work which is non-sexist andvigorousand also written by a woman. The awarding of these prizes is designed to counter-balance the fact that literary prizes are rarely awarded to women (1). Until the Ministry for Women's Rights decided to commission 6 works out of the 40 commissioned by the State each year, only one woman had benefitted from this opportunity.

The Ministry of Women's Rights believes that the only way to progress from the status of women's liberation to their actual liberty and autonomy is to to give them both initiative and the opportunity to speak for themselves.

3. Aid to associations.

Since the Ministry was formed and taking its inspiration from the policies laid down by the government in 1981, it has relied on a vast network of associations to which it has attempted to give more formal structure and greater development. Numerous grants for assistance are given by the Ministry to women's associations, both for their actual operation (the Ministry has contributed to the creation of some 350 jobs), and for the financing of programmes that derive directly from the government's priorities. The Minister has made it her personnal task to ensure taht the imaginative and creation potential of these associations is exploited to their fullest.

A Bill will soon be introduced by the government giving these associations the possibility of associating in an action with the Public Prosecutor to denounce discriminatory behaviour that women sometimes encounter in their daily lives.

Lastly, the Ministry of Women's Rights has paid particular importance to promoting recognition of women's associations in the national organisatio of associations (CNVA) as well as their participation in the Public Powers' deliberations.

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(1) Since it was introduced, only 10 Women have been awarded the Goncourt Prize.
(2) C.N.V.A. : National Council of Associations.

4. Information.

The original feature of the policy of dialogue applied over the past 4 years with associations goes hand in hand with the absolute priority given to information. Various surveys held with women all arrive at the same conclusion : women are all ill-infomed of their rights.

Using this as a basis, every measure that has been taken since 1981 has been accompanied by a national information campaign. For the first campaign concerning contraception, millions of brochures and pamphlets were printed, an exhibition with audiovisual and film material was organised. The administration has been closely involved with the various campaigns on contraception, professional equality and professional and curiculum guidance for girls. The French have recognised the quality of this information policy, as can be seen from a study showing that considerable progress has been made in awareness by the French of the Laws and proposals made by the Ministry of Women's Rights. 84 % of those questioned had heard of the Law on professional equality between men and women, 90 % were aware that abortions are reimbursed by the state health system and 79 % had seen the information campaign on contraception.

In addition to the above 79 % of the persons questioned knew of the existence of the Ministry of Womens' Rights and considered it as being useful. This is all the more surprising in a country whose citizens are not always fully aware of the ministerial structures created by their government.

On an nation-wide level, the Ministry of Women's Rights publishes a bulletin entitled "Women, citizens in their own right". The number of copies of this bulletin has tripled since its creation in September 1981 to 34 000. It is sent to all elected representatives, administrative departments and associations, to all information centres for women and an increasing number of private subscribers.

The National Centre for Information on Women's Rights, under the Presidence of the Minister of Women's Rights ensures that all information is made available to the general public. It is also its role to develop activities in the field of information, training and publication. Numerous guides have in this way been published : guide to women's rights of which one million copies have been printed, guide to work rights for wage-earning women, guide for single women, guide on contraception, guide for French women marrying a non-French national, guide on mariage breakdown and divorce procedures, guide to women's associations. In regional areas, the role of the

CNIDF*, is taken over by regional centres for information on women's under the responsibility of the regional delegates of the Ministry and which in four years have increased from 35 to more than 200.

Lastly, the Ministry of Women's Rights, wanting to modernise access to information, created an information service through the French Minitel network.

5. International solidarity.

The French authorities are aware that women in developing countries are in a particularly difficult situation ; they have therefore made efforts to examine this problem fully and to exchange their ideas and experience with those countries interested in doing so.

In this way, a certain number of modest yet significant measures have been taken. A "Women and Development" network has been created under the dual responsability of the ORSTOM** and the services of the Department for Cooperation and Development at the Ministry for External Relations. It groups together French and foreign competency in the matter and gives technical advice on the development operations undertaken by the Ministry and the Central Fund for Economic Cooperation.

It was also decided to include in feasibility studies for development projects, a specific study on the potential impact of the projects in question on the socio-economic situation of women. During a symposium held in Paris in January 1985 on "the role of women in self-sufficiency and food strategies", proposals were formulated with relation to economic, financial and commercial matters as well as in the field of training for women and which could already be applied in food strategy programmes. This is only one example of the international dimension of this problem and of the similarity of the efforts undertaken in all countries for the recognition of women's roles.

France, which has been a member of the Commission on Women's Status since it was created in 1946, has shown sustained interest for all the activities undertaken by the UN in this field. France ratified the Convention for the elimination of all discrimination against women in 1983. It also makes regular contributions to the Voluntary Fund for the Decade for Women as well as financing the Institute for Training and Advancement of Women (INSTRAW). France was also responsible for a series of initiatives designed to combat the exploitation of prostitution with the special report presented by Mr Jean-Fernand Laurent in 1983.

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*CNIDF : National Centre for Information on Women's Rights
** ORSTOM : Bureau for Scientific and Technical Research Abroad

The defense of basic principles aside, the key to the recognition of women's role in development is undoubtedly international solidarity between feminine movements.

CONCLUSION

The Ministry of Women's Rights has taken advantage of the International Conference in Nairobi which will mark the end of the UN Decade for Women (1975-1985) to organise a vast unprecedented consultation of all associations which are either directly or indirectly concerned by women's problems. Questionnaires on the sub-themes of the Decade : employment, health, education and on many other topics such as, information, violence to women, reconciliation between family and professional life, have been sent to 4500 associations which together represent one million women.

The main preoccupation that transpire from the answers to this questionnaire are **vocational information**, especially as concerns new technologies, **career guidance for young girls** at school as the rigidity of mentalities is still strong, the need to **remove all sexist prejudices** in school programmes, more extensive **information** for women on their rights, especially the right to information on **contraception**, measures taken to combat acts of violence committed on women, the need to increase the number of child-minding centres... Lastly, it appears that French women are conscious of the huge progress that has been made in favour of women throughout the decade.

This distinctly favourable synopsis does, however, show that there is still a lot to be done to reach the level of equality to which all women legitimately aspire.

On 8 March 1982, the Prime Minister, when addressing women's associations stated :

Things have gone and will continue to go in the direction of women's aspirations, towards sharing : sharing roles, sharing responsibilities, sharing functions, those which are gratifying as well as those which are thankless tasks. The government is making every effort to make the sharing of responsibilities more equitable... The defense of women's rights has become an integral part of the government's programmes, a policy which is clearly part of an overall project for reform. The accession of women to positions of responsibility is a condition and an opportunity for our societies to become more

generous, more united, more humane. Our task is not yet complete even if France does have a slight lead over other countries in this respect. We must not content ourselves with what has been done : the Nairobi Conference will mark the close of the Decade for Women instituted by the UN in 1975. This conference will also try to draw up plans for new perspectives for the years to come.

These perspective will be centered around the ever-growing demand of women throughout the whole world for greater autonomy, dignity and the search for their own identity.

In the years to come, women in the Western world will find themselves confronted with a new choice. They may be offered a new style of autonomy by the progress made in procreation techniques.

Similarly, they will be able to participate in the modernisation of the country through new technologies, on the condition that the prejudices which have kept them apart from this role are definitively overcome.

If they do not grasp this knowledge rapidly, a large part of their employment opportunities will escape them.

Therein lies an urgent problem of mentality to be solved for it is the way in which women will take up the challenge of new technology that their position in future society in part depends. In part only, because there is still the problem of women's participation in public life, the management of the national economy -- bastions of male power -- Their entry into this realm is slow, timid and finds itself confronted with enormous resistance.

It is for these reasons that it is absolutely necessary that women from all countries continue, after the close of this Decade, to discuss the problems they have in commun so as to tighten the links of international solidarity which will give rise to common, humanitarian and progressive action.

APPENDICES

APPENDIX 1

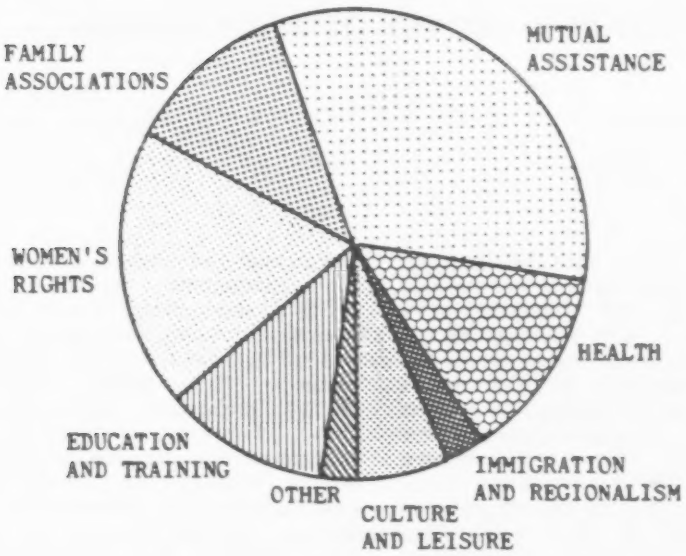
NATIONAL SURVEY OF ASSOCIATIONS

In July 1984, the Ministry of Women's Rights made a nation-wide survey through 3000 "feminine" associations, with a view to preparing the Nairobi Conference. The results of this survey are based on the 1000 replies received -- an unprecedented success for this type of questionnaire -- and give a precise idea of what women want as the 21st Century dawns on the horizon. The questionnaires covered the three fields examined by the Nairobi Conference : health, employment and education. It would be useful to give here a summary of the replies given by these feminine associations

All regions of metropolitan France and the overseas territories participated in this survey even if there were proportionally more replies from some regions, such as, Aquitaine, Rhône-Alpes, Pays de la Loire and Ile-de-France. The women's association movement is represented at all levels : from the local association (39 % of the sample) to the international association (2 %) and including national associations (5 %) and departmental associations (38 %), thereby giving an image of diversity and vitality of the world of association in France, from the small local association to the large national federations (14 %). Autonomous associations account for 29 % of the sample and federated associations for 57 %. All the main sectors of social where the problem of the advancement and equality of women is of concern are represented : women's rights (18 % of the sample), family (12 %), education, training and popular education (12 %), health (13 %) culture and leisure (7 %), mutual assistance (32 %), immigration and regionalism (3 %)... However, whatever the field of their activity, they are all interested in the concerns and problems of women, since 90 % answered the three parts of the questionnaire. At times, they expressed their disappointment that problems such as, drugs, insecurity, prostitution, old age, etc. were not included.

Both the urban and rural environments are fully represented by these associations. A closer examination of the responses to the questionnaire and the ground covered by each association reveals the distorsion between rural and urban way of life. This survey confirms that in the France of 1985, there are two worlds, two lifestyles, each with its own mentality and preoccupations and problems as well. The associations which participated in this survey live in metropolitan France and in the overseas territories even if, as did the French associations abroad, some found the survey too orientated toward metropolitan France. All streams of thought were present in this dialogue representing more than one million women in France today.

GRAPH
GIVING DISTRIBUTION OF ANSWERS



Act : everywhere, for everyone

The concern for information is further reinforced by the will to act on behalf of women. The following figures prove that this will is manifested by acts. More than one out of every two associations (55 %) participates actively in protection for women who have been victims of acts of violence, despite the obstacles they meet : whether in mentalities of administrative structures (hospitals, police,...). "Women's Rights" associations take the lead in this fight. One out of two associations provides programmes designed to develop a better mastery of the body and a greater affirmation of identity. Local associations, especially those in the "culture and leisure" sector invest a lot of energy in this role.

Two thirds of the associations, especially the family associations, make a lot of effort to inform women about birth control problems. More than one third have information and awareness and community integration programmes, though they often deplore the fact that they are not given greater assistance in training, especially where immigrant families are concerned.

Other associations have family health programmes for which they collaborate with user groups of which there are an increasing number which is still insufficient.

Community integration and information services are actively used. While full awareness of the "health" specialists of the CIDF* has not yet been achieved, the centres themselves received more than one-third of the associations. 27 % contacted the High Council for Sexual Information. Nearly one

*CIDF : Information Centre For Women's Rights

out of two (42 %) associations has contacted the French Committee for Health Education. Almost the same number (45 %) have collaborated with family information or advice centres : 300 offices with 2000 sub-branches subsidised by the Ministry of Women's Rights. Nearly half (46 %) the associations work with family education or planning centres.

The measures seem at last to be having an effect, the message is getting across, but there is still a lot to be done, to combat the remaining inequalities. Inequality between town and country ; rural associations complain that health and medical equipment in rural areas is outdated. Inequality between the large and small associations : the small associations complain that access to information campaigns is often difficult. Inequality between the French and immigrant poulations because of an insufficient mastery of the different cultures. Inequality between wage-earners and nonwage-earners. Associations often express the regret that women who are not in a salaried position do not have access to systematic preventive medical check-ups like those dispensed by the occupational medical service. Inequality between wage-earners in big and small companies where the hygiene and security conditions and structures are often deficient...

In order to better participate in the struggle for well-being, certain associations would like to be associated with the various preventive campaigns (such as, cancer screening, introduction of various measures to assist and monitor the health of pregnant women, anti-rubella vaccination, toxoplasmosis screening... "successful birth" campaigns).

Increased efforts are requested in information concerning pregnancy and child-birth conditions, especially for immigrant women. Improved protection for pregnant women through different work hours. Efforts in user-medical profession relations and user-institutions relations. Improved consideration for adoption. Greater importance given new or mild medical practices. Participation in the National Ethical Committee (1)

Health daily concern

All associations have something to say about health matters whether their activity is directly concerned by it or not. For women, health is everybody's business.

Women's interest in this field is above all evident by their high level of awareness, their curiosity for new approaches and the techniques, their will to care for their health and to do everything possible to improve it, to increase their autonomy and their well-being as well as that of others.

This is undeniably one of the fields where associations are more aware of the progress that has been achieved over the past ten years. For some this progress appears questionable and for others its future is menaced. There still remains much to be done.

And still more information.

The need to be informed, which coincides with the concerns of the Ministry of Women's Rights and even the Public Powers to inform the population, is evidently a major preoccupation and priority.

First and foremost, the fight against cancer and tumours. It is not by mere chance that some 75 % of associations are aware of the national campaign for cancer information and screening which they fully approve. Many simply

(1) This Committee was created in 1983 at the request of the President of the Republic and comprises important members of the scientific community ; it is responsible for giving opinions on problems arising from the evolution of the biological sciences.

regret not having been closely associated with it (less than one out of three associations). All would like to see it extended and check-up become systematic.

The next subject is birth control which clearly implies mastery of women's own lives. 93 % of women had heard of the national campaigns on birth control, 65 % are aware of the existence of High Council on Sexual Information, Birth Control and Family Planning. The mastery of births, as many point out, does not only imply limiting the number of births but also measures taken to counteract sterility.

Nearly half (44 %) of the associations keep actively informed of the biological progress made in this field : one-third of these have already given serious thought to this matter which appears to concern both association from the health sector and those promoting and defending women's rights as well as family association. All approve the Ministry of Women's Rights examining this question and more than half of them (55 %) (associations from the health sector, women's rights associations and family associations, especially), would like to participate.

Successful birth

The third preoccupation concerns the structures available to care for the new-born. It crosses the full range of associations. To be born, yes, but how ?

This concern is evident from the fact that one out of every two associations is aware of the pilot measures taken to improve reception in maternity hospitals taking into account cultural traditions so that women can experience their child-birth in better conditions, that many of them are aware of the "successful birth" campaigns which were, however, only run in a limited number of regions. This concern is no-one's privileged domain. Some 65 % of associations claim to be aware of all the welfare coverage for pregnant women (fully-paid medical expenses, extension of maternity leave, set maternity allowance, illegality of refusing to employ a woman because she is pregnant...) some of which are recent measures. This is obviously evidence of real concern for these problems.

It is clearly evident that, for women, health is not the affair of specialist but the affair of all. Family associations replied en masse to all the questions asked. The extent of their knowledge, information and motivation is always greater than associations in the health sector. It is undoubtedly this family character which explains the dynamic way in which these associations tackle immigrants' problems ; yet again superior to the average of associations.

Security and violence are themes which are often mentioned in the comments to this survey. The interest shown (more than one association out of two) for the problem of violence committed to women is a very real preoccupation of feminine associations... It is also a preoccupation for the Minister of Women's Rights, Yvette Roudy.

Employment : work above all

Even if a certain number of associations insist on giving women the possibility of choosing between a professional activity and another type of activity, even if a distinction can be made between "family-orientated" and "feminist-orientated" aspirations, the majority are aware that the reconciliation between profession and family are at the centre of the discrimination and equality problems between men and women.

Still, certain associations have difficulty in coming to terms with this problem which is often beyond the scope of their usual activities. Many (63 %) for example, are unable to say whether the 1972 Law on equal salaries and the 1975 Law on sexual discrimination for employment, have had any impact on women's lives.

Again the problem of information

Overall, the level of information in associations would appear to be good. In fact, it is getting better and better every year and the measures taken by the Ministry of Women's Rights are particularly well-known. 75 % of associations were aware of the 1980 Law concerning equal representation of men and women from the agricultural world in their professional organisations, joint title to leases and reciprocal right to manage affairs between couples and the 7 March 1982 Law concerning reduced segregation in the public service sector.

More than 80 % are aware of the 10 July 1982 Law concerning the statute of a retailer or artisan's spouse and more than 86 % knew of the "Roudy Law" of 13 July 1983.

A little more than 50 % only actually had a copy of the text and 30 % only has assimilated its contents : especially the specific and remedial measures to ensure professional equality between men and women. The same applied to the Auroux Laws for which more than half (49 %) of the associations do not have a copy of the text.

As fas as the possible effects of these reforms in practice are concerned, at least 55 % of the associations are incapable of giving any answer.

Work in the field of information, while it has had a certain degree of success in the past few years, needs to be reinforced. This survey can contribute in that.

Local associations and the others..

It is evident from the replies that the Ministry should direct its efforts in providing information to the small local associations.

Information reaches associations fairly well when they can be grouped together under generic headings such as, "Women's Rights", "Family associations", or "Health". This is undoubtedly proof that whatever their objective, all associations consider questions of employment as essential.

It is a well-known fact that knowledge of legal texts and hence the possibilities offered by the law to combat all forms of discrimination and inequality is a distinct advantage, if not the condition sine qua non, in improving the effectiveness of work by associations. Many asociations already do so. Others could do so if they did have this knowledge of legal texts.

54 % of associations have taken steps to create awareness of the "Roudy Law". 31 % for the "Auroux Law". 30 % to popularise texts concerning women in farming, retailing and artisan industries. 22 % to publicise the various tax measures concerning income ceilings or child-care deductions and a close correlation between these measures and the steps taken to ensure their promotion.

It is still too early to gauge the impact of recent measures taken to combat the different forms of professional inequality, especially for the more recent among them, such as the Auroux and Roudy Laws. Still, the majority of the associations informed considered that these measures have already had distinct positive effects on employer's behaviour.

57 % of the associations which answered this question considered that the 1972 and 1975 Laws have had an effective impact.

72 % felt that the Laws in favour of women in farming, retailing and artisan industries have had some effect despite the resistance encountered in the general mentality which was emphasised in many answers.

Training...
regional participation

More than one-third of associations are already aware of examples where house rules have been brought into line with the Auroux Laws, one-third also have examples of local applications of the 'child-minding contract' which has only been in force since 1983.

The women's association movement seems, however, to be concentrating its efforts on vocational training problems.

More than half (56 %) the associations participate in creating vocational training sessions for women.

One out of every two associations is involved in promoting women's access to jobs that are traditionally not feminine, or in promoting awareness of new technologies.

Almost half (42 %) have already contacted their regional council for information concerning its policy with regard to vocational training as it is this organism which is responsible for this activity as part of the decentralisation policy.

Generally speaking, the participation of associations in training programmes is fairly equal. Slightly more activity can be noted in national or regional associations as opposed to a slightly lesser investment on the part of local associations. As might be expected, the associations from the "education and training" sector are well represented.

Vocational training would also seem to be the number one priority for access to the world of employment. In this respect, there are three categories of women to which greater attention is paid : young girls leaving school without any qualification, mothers wanting to resume work after having raised their children and immigrant women.

Many regret the timidity of regional councils in this field, and their indifference to the problems of women without any qualifications. Some expressed their apprehension that new technologies will only accentuate the inequalities between men and women.

Reconciling work
and children

The second priority appears to be improvements to child-care facilities.

Many of the comments made emphasised the need to extend child-care facilities, to modulate time-schedules and improve the quality of the service rendered and reduce the costs. There is still a largely unsatisfied need in this field even if the "child-care contract" is beginning to have an effect and other types of child-care such as so-called "light structures" are gaining in popularity.

It is, however, a fact that parental child-care centres still seem difficult to create. Only 14 % of associations participated in the creation of a centre of this type.

Education

Priorities :
vocational training
and children's education

The action taken by associations is in two directions. The first concerns vocational training for women or young people who have left school without any specific training. 33 % of the associations claimed to have sought advice from the Ministry of Women's Rights' technical advisor in the local offices for young people's employment.

The second priority concerns children's education and the assistance given in this field to mothers. Nearly half the associations have undertaken programmes to assist mothers in this role.

Considerable actions has been taken in a related field : programmes to create awareness of inequalities at school have been run by half the associations. They found it regrettable that the survey should imply that children's education was exclusively the mother's duty. Some went as far as to suggest that fathers need "educating" too, and in more general terms went on to deplore the excessive feminisation of the teaching profession.

In order to better carry out their role of trainers and informers especially for adolescents, some associations would like greater assistance from educators, paediatric nurses or social workers. This is especially so in rural areas where the weight of mentalities and reluctance to allow young girls to take up careers which are traditionally not feminine and full force of prejudices are more prevalent than anywhere else. The programmes run by the associations seem all the more remarkable since, more than in any other field, they are at the level of departemental associations and secondly at a local level in family, mutual assistance or immigrant associations. These same associations would like to see greater support from the local branches of the CIFD from which they generally receive invaluable assistance already.

The majority of associations do not seem concerned by cultural matters : promotion of women's art and literary expression. Less than a quarter of the associations organise specific events around women's literature, less than one fifth promote women's plastic art works and less one sixth promote women's song-writing.

Only 30 % actually organise events to promote women's artistic and cultural works.

As might be expected, it is the "cultural and leisure" associations which are the most active in this field, followed by immigrants' associations and regional associations whose events are undoubtedly orientated more toward popular or ethnic arts and traditions. Lastly "women's rights" associations are only concerned on a secondary level by such matters. In respect to this, many expressed their disappointment at the lack of venues for cultural activities in modern areas or urban complexes and in the country. They often express the request for greater coordination between cultural and social services on a local level as well as greater coordination in the association movement itself.

High awareness
of the Ministry's programmes

It is encouraging to note that the associations are well-informed about the Ministry's various programmes.

54 % of the associations were aware of the school manual reading commission.

46 % had heard of the joint Education and Modern's Rights Ministries' working party whose role is to promote and monitor the removal of explicit and implicit sexist prejudices from all school curricula.

42 % were aware of the pilot action in which a course on the causes and consequences of sexism has been included in teacher training programmes.

40 % knew of the two literary prizes awarded to feminine literary works : the Georges Sand and Alice Prizes, eventhough they have only been awarded twice so far (March 8 1983 and 1984).

To be informed is good, to act is better. And they do act, a lot even, if the difficulties encountered in getting information, their isolation, insufficient means, the recent nature of many of the measures and the aims of the associations are taken into consideration.

The fact that 43 % of associations have engaged in combatting sexist prejudices in schools is highly revealing when you consider that only a small proportion are actually directly interested in the field of education.

The same might be said for the 38 % which participated in the "professions have no sex" campaign. Or yet again the 27 % which have made it their task to make people aware of the State Education Authority's circulars and the 23 % which participate in the existing reading commissions.

Feminist studies :
an ongoing interest

Many of the participants expressed their regret that only 35 % have had the opportunity to consult the State-financed study and research reports on feminism and the more general topic of women's problems. This feeling is all the stonger since they show themselves to be very to consult them. In 33 % of the associations, at least one member intends enrolling in the university course on feminism which was recently created by the Ministry eventhough it is available in only a few regions (a fact which three-quarters of the women deplore). More than one out of four associations is carrying out some form of study or research in this field itself.

Unlike what might be expected, national associations are not an exception in this case, even if they would appear to have easier access to documentation or to university. Forcefulness and eagerness are not the exclusive domain of a small handful of national associations.

The fact that at least four out of ten local associations have one member who intends to enrol in the university course on feminism and that four out of ten local associations have undertaken a study or research project are sufficient proof of this.

Generally speaking, associations whose activities centre aroud "Women's Rights" and "Health" seem more motivated by studies and research. As far as the CIDF are concerned, they are well represented both from the point of view of intentions to enrol in a course (more than 50 %) and access to study reports (more than 33 %) and even for the actual carrying out studies or research work.

APPENDIX 2

SPEECH DELIVERED BY FRANÇOIS MITTERRAND ON 8 MARCH 1982

"Autonomy, equality, dignity"

I am pleased to welcome you here this morning in the Elysée Palace for this rather new ceremony.

For the first time, the French Nation is officially celebrating with all the circumstance it merits, the date of March 8th which has been selected by women the world over to commemorate their struggle.

This would not have been possible without the initiative of women's movements which have forced recognition of women's rights and given impetus to major social changes. I would like to take this opportunity to pay hommage to all those women who have worked in the forefront and behind the scenes to make this progress possible. It is to them that we owe this impressive change which, in the space of a generation, has started to modify behaviour and has extracted the first reforms.

It is no longer possible today to speak of women and their rights or the place that is theirs in society as was done 20 years ago. New outlooks have been imposed, especially within the very forces that bring about change. That is obviously not enough for the problems to be solved. But it is a basis from which to act.

The first page has been written, it behaves us now to turn to the second. It remains for us not only to reinforce women's rights but above all to transform them into a reality.

This is the task I have confided to the Minister of Women's Rights. But it is a task which is the responsability of all the members of the grovernment.

Mrs Roudy is not here to acquit our collective good or bad conscience and to relieve us of a problem that she alone will be responsible for. In speaking of Mrs Roudy in her functions I would have to say "Mrs Minister of Women's Rights". Therein lies a problem of grammar and I have asked Mrs Roudy to refer all her preoccupations to other ministerial departments so that they become their preoccupations as well which she is doing with all her usual energy and perseverance.

I would also like to tell you on what principles and to what aims the government, under the authority of the Prime Minister who is with us here today, will base its policies for the coming years.

The aims are easy to define. They correspond to the demands that women are expressing today : autonomy, equality and dignity.

Why these demands ? Because today's social reality is the exact opposite. Because whatever the progress that may have been made, the status of women in our society is still marked by dependence, inequality and the non-respect of the right of their person.

There is no need for me to quote here all the figures which are so well known to all of you hear listening to me. They show that women are in the majority among people earning the

basic wage, the unemployed, those on the minimum old-age pension, people in temporary or auxiliary employment, whereas they are in the minority among those receiving vocational training and whereas they are in a majority in the population as a whole.

Nor shall I take up time listing the inequalities that remain or that reappear among men and women in all walks of social and professional life.

The demand for autonomy

If I have recalled here these facts it is to emphasise that nothing can be done in the field of women's rights without bearing them in mind. How, for example, could we deal with the issue of women's employment and **their retirement rights** if we forget that it is usually the woman who interrupts her career to ensure the upbringing of her children ?

I shall get straight to the point. Women's autonomy is, in our society, above all, economic autonomy. In most cases this takes the form carrying out or acquiring the means for some professional activity. Over the past few years, more and more women have demanded the right to employment. Among the younger generations, few are they who do not seek to exercice their right to vocational training.

In full sincerity, I believe that this movement characteristic of our times, this basic trend in the contemporary evolution of our society must, in any case, be the role of the Public Powers. Watever the difficulties encountered in fighting unemployment, it goes without saying that women's right to employment just as their right to vocational training, will be an absolute imperative for the government's policies over the coming years.

In the fight for employment, in which the government has engaged itself, we have seen to it that women benefit widely from the programmes introduced for young people's future and early retirement schemes. Several of the programmes introduced for specific sectors in our new industrial policy will be of particular benefit to women, such as the textile industry plan. There is such a lot left to be done to improve salaries and working conditions in this branch where the labour-force is largely comprised of women.

The same reasoning applies to the reduction in the working week for which a first step has been made with a view to reaching a 35-hour week by 1985. This will help reduce unemployment. But women know that less time spent in the factory or in the office has another meaning. Life cannot just be the time left over after work. Harmony must be created between the time set aside for production and the time taken quite simply to live, devoted to whatever each chooses.

The reduction in working hours for men and for women will make it possible to create a new balance in sharing between couples, sharing household duties and the education of their children. This method seems to me in the long term preferable to the development of part-time work which, by force of circumstance, will again mainly apply to women. But here again we should be wary of all preconceptions and premature judgements : part-time work may correspond to very real needs. It may contribute in reducing unemployment : it is this that government orders to be issued shortly were written.

So despite unemployment, despite the traps, the prejudices, the temptation to cling to the past, we can now see the outline of another society, another way of life. Your movement, your movements, your associations will all have accounted for much in their creation, for to fight against unemployment, to share work, reduce working hours, are in response to your aspirations in satisfaction of your long-standing claims.

At this point I would like to dwell a moment on what is all too often called a women's "right to choose" : choose to work full or part-time, choose not to work to bring up her children.

It is rare that the freedom of this choice is available to both parents It is usually seen as being for the woman. Should they be flattered ? I doubt it. When you really examine the situation it becomes obvious that the choice is highly directed.

In some cases necessity dictates choice : in what way is there freedom of choice for a woman whose husband is unemployed or who lives alone ?

In some cases social conditioning is at work : quite simply, because she has been brought up to it, because her professional horizon is more hazy, it is the woman who stays at home.

It is obvious that real freedom of choice must be made possible. In such a field as this, it is not up to the State to define a model : no more so than in the sharing of household duties or the creation or size of families.

It is only by combining the effect of reduced working hours, equal salaries for men and women, the installation of community child-care and education facilities and child endowment payments, that it will be possible to progressively create the conditions necessary for true freedom, that is, freedom that can be used by either of the parents. I repeat that this will be a long-term task.

Work did, however, start in this direction right from the beginning of my mandate, especially through the application of a new family welfare policy which has been the greatest effort made by any government since 1945.

I gave extensive explanations about this policy at the annual conference of the UNAF* last November. I will not go into detail about it again here. I would just like to recall that it comprises a coordinated series of measures concerning increases and improvements to family allowances, housing subsidies, the development of community services especially those which assist families with child-care and education and with household duties.

A close relationship must be formed between the government's policies for the family and education and the measures taken to develop women's rights which are the main point in question. It is through the combination of the two that women will see their aspirations take concrete form.

Ensure autonomy through professional work or through the existence of couples : yes. However this autonomy must also be protected when one or the other member of the couple is no longer present. In this respect, I feel that there are two major reforms to be made.

I would say that the first concerns payment of maintenance which all too often is not paid. The aim is to help single-parent families survive, for they are often the poorest and in which the mother, for it is often the mother, finds herself in a position of economic inferiority. Initially this would involve paying the orphan allowance in cases where maintenance payments cease. Secondly a guarantee fund would be created, this is one of the most pressing measures. Its aim would be to ensure maintenance is paid for a period of one year when there is a dependent child and to recover these monies from the rightful debtor. This decision will depend on the government, it will assume its responsabilities.

In our legislation there already exists certain instances of this policy. I am especially referring to the crediting of additional annuities for the years spent in raising children. Using this as a basis, would it be possible to build a system applicable both to men and women ? How fast could it be instituted ? How would this be possible given the present system of derived rights.

that is, rights that the woman acquires through her husband ? All these questions need answers. I would only like to say that developments in this direction could only be gradual and that they would first require exhaustive discussion and debate. Lastly and in any case, my commitment to annual increases to reversion pensions starting in 1982 will be met.

The demand for equality

"The Law guarantees women rights equal to men's in all fields". You are no doubt aware that this principle appears in the preamble to our constitution : here again this definition still awaits practical application.

How can we achieve this ? Well, quite simply be completing the Law in those areas where it is lacking. By taking the means to have it applied everywhere, in professional and family life, in social and political life.

Equality in professional life is tantamount to equal employment opportunities, as I have already said, but also equal salaries and working conditions and possibilities for promotion. Practical experience tells that women with equivalent training and capacities come up against barriers where promotion is concernd.

All these questions are interconnected. A true equality in average wages between men and women will, in fact, never be possible so long as certain professions and jobs are reserved or imposed on one or the other sex.

The government, which includes six women, has given the example over the past few months by naming a considerable number of women to positions of responsability. It has made every effort to ride the public service sector of all discrimination. A Bill modifiying Article 7 of the Public Service Statute which was passed in one reading by the Senate has opened all sections of the Administration to women. Those departments that I have consulted, the Ministry for Defense for the Armed Forces and the Home Minister for Prefects and the Police, have taken the necessary steps to ensure the corresponding recruitments. It is only normal. It is even very good. Lastly, I do not think that it is absolutely necessary to begin in haste nor essentially by the Armed Forces or the Police. Even though it is very important, of course, that these careers be open to women in the first instance. And in the second because especially for the Police it would be useful if there were women staff being obviously more apt to understand immediately in most cases the situation of women who have been raped, beaten or who apparently find themselves in humiliating circumstances : if their situation is better understood, it may perhaps be possible not to consider them as delinquents. So we should not neglect this aspect of things. Suffice it to say that the situation should be more open in all ministerial departments.

Everyone knows that in the private sector there has been a Law since 1972 laying down the principle of "equal salary for equal work" for men and women. Who here can say that this Law is respected ? Not I in any case. It is for this reason that I have given instructions to the government to examine all these problems. It has done so.

As far as legislation is concerned, a more complete and precise Law will be passed by Parliament by the end of the year in compliance with the European Directive on equal treatment and which will be aimed at giving women and their organisations the means to see that equality is respected in aspects of their lives.

As far as measures to be taken by the government are concerned, I have

*UNAF : National Union of Family Associations

already said that a programme will be set by the Council of Ministers.

It is for this reason that I do not want to go into further detail here, each to his or her own task. It is the President of the Republic's role to give the broad guidelines for the government's policies. It is the government's role to give precise details and to determine the extent of reforms and the dates for their implementation. It is, therefore, the government which will define the measures to be taken with a view to achieving equality of number and conditions for men and women in their professional branch in their job.

Yet, neither legislation, nor government programmes will be sufficient to achieve the above goals. It will be necessary for women and the organisations to which they belong to take concrete action for their rights to be applied and respected. The development of collective negociations is in this respect, as in many others, a condition sine qua non for social progress.

Until now, I have basically, but not exclusively, spoken about women in salaried positions. I would also like to insist, at this point in what I am saying, for it to be fully understood that professional equality applies both to women working in other sectors, whether they in agriculture, retailing or artisan industries.

It can be said that farmer's wives were for a longtime "women of the shadows", first to rise and last to bed. Their work is still hard and demanding. They know no respite especially when there are animals to be cared for. These tasks are often cumulated with household duties. Yet there is no legal recognition of their work.

So, it is once again time to fill the gap between law and reality. I know that the Minister for Agriculture, herself, is preparing in collaboration with professional organisations, a status which recognise the position of co-farmer for farmers spouses with all the resultant consequences. The terms used are in themselves revealing of the position we are in.

The same sort of problem exist for the several 300 000 wives of retailers or artisans. They too have the impression that the work they do remains invisible from society from the point of view of their professional and welfare rights. I believe that I am in a position to say that this problem is well on the way to being solved. The Council of Ministers will meet the day after tomorrow, that is on Wednesday, in the room next to this one we are now in, to debate a Bill concerning their status. They will have to choose between three alternatives, assistant, wage-earner or associate, each of which will provide all the rights which normally go with it. This puts an end to a distinct deficiency in our legislation which the interested parties had more and more difficulty in enduring, and rightly so.

We are now reaching a second field where equality of the sexes must be reinforced : personal status, the rules governing relations between spouses and the family. Progress has undoubtedly been made over the past twenty years in certain fields through several reforms to the Civil Code. Still they need to be perfected in certain fields such as the management of common property and the children's property as well as passing on a name. Indeed, even the problem of names. After all perphaps it should be up to the child to choose ? In fact, the obligation for woman to adopt her husband's name is a relatively recent addition to our law, while as far as her civil status is concerned there is no problem. However, and perhaps it is no surprise, it is taxation law that seems, if you will pardon the expression, to be "lagging behind". Women are rightly annoyed to see the notion of "family head" maintained for the husband even though it was remo-

ved from family law back in 1965. This remnant will be finally relegated to the past from next year onwards.

The other demand that is expressed is fiscal autonomy for married women implying separate taxation of each spouse. It would be well worthwhile examining this proposal as part of the preparation for fiscal reform. We have already started this reform. Decisions will be taken over the coming months. At least in 1982.

When we speak of equality in political and social life, there is a political organisation with which I was very familiar which opened the way for us. After interminable discussions, what it was agreed to call a "quota" for women was instituted. I should say immediately that this definition was highly controversial. And not the least by the very person who had proposed it, that is Mrs Marie-Thérèse Eyquem of whom I have a very dear and fond memory. She said that the very word "quota" for women implied that they were part of a minority set aside. In fact she was against this term. But a beginning had to be made with a word. It is true though that given the reigning mentality, the concern for a principle which I have just outlined, that is not to create a separate category, might well have led to nothing happening at all. That was the problem with which we found ourselves confronted and which I am sure every woman who finds herself in such a position will understand. Finally for that specific political party it became mandatory to include in all lists of candidates for an election a certain proportion of women set at 20 or 30 % as a starting point. 30 % was the figure chosen and respected for the European elections.

This rule, I repeat, has often been contested, but it has made it possible to achieve greater presence of women in governing bodies. I hope to see the day when we will no longer speak of a "quota", it will simply be an accepted fact that women must participate fully in civic responsabilities and this in closer relation with the role they play in society and their respective demographic importance.

The government will examine a similar rule for the municipal and regional elections in 1983.

The demand for dignity

This sometimes brings a smile to the face, or is the object of sarcastic remarks. And yet it is the demand about which women feel the most strongly.

For example, they no longer tolerate being given, from school books to billboards, the image of a part-being, as if they were no more than a domestic helper or a mere object of desire, a sort of consumer good.

Women no longer tolerate, I know, being the privileged victims of nameless violence. They reject any society in which rape, for example, which was long held to be a dominator's right, is still excused on I know not what grounds.

Those who have fought for freedom, democrats, republicans and socialists all know that one person's freedom stops where another's starts : it is what is called tolerance.

In the name of this same tolerance, we have in our country an anti-racist law. Why then would not an anti-sexist law be proposed ? The comparison should neither be made nor exaggerated, but if it made it possible for recognised associations, which have made this one of their aims by statute and especially if they have existed for a certain number of years so that there can be no doubt as to their authenticity, to associate in an action with the Public Prosecutor in cases of discrimination, abuse, diffamation, refusal to recognise the rights of a person or group

because of their sex. In this case, this Bill will come before parliament.

The demand for autonomy.

The demand for equality.

The demand for dignity.

This is an ambitious project. It will require a good deal of national solidarity for it to be brought into being. Nothing can be done in a day, in a month or in a year. But we must delay no longer. We should bend our backs to the task all the more rapidly since, we must recognise the fact, France has not been one of the fore-runners among Western nations in field of women's liberation. We were the last country, Ladies and Gentlemen, the last developed Western nation to grant women the right to vote. To this day we have not ratified the United Nations convention on the elimination of discrimination, nor applied the European directive on equality in professional conditions. We will have had to wait until the elections on May 10 last for the necessary measures to be taken on these two points to bring our internal law into line with our international commitments.

On the other hand, it is true that our concern to see women's rights respected will give inspiration not only to the movement for change at home but also in the international attitude adopted by our country.

I have, of course, complete confidence that the government led by Mr Pierre Mauroy will implement all the measures which I have just mentioned as well as others which I have not, but which the Prime Minister will have to elaborate in the coming days.

Such, Ladies and Gentlemen, are the main lines of policy which will be applied throughout this current seven-year term of office to recognise women's just place in our society.

I am in no way forgetting the time-immemorial role fulfilled by women in the proper functioning of the family cell which precedes and is extended by the role of schools. This role is irreplacable.

But all too often, in the name of these principles, the woman has been relegated to the home, outside activities, considered as more noble or more liberating, being reserved for men alone.

It is exactly that which has to be changed. The Prime Minister and the Minister for Women's Rights have set themselves to the task the main lines of which I have just sketched out.

Your greatest success, Mrs Minister, and I am sure you will agree, will be that your Ministry will gradually cease to have any use and so one day will disappear. I should straight away reassure any to whom I may give concern in saying so, that a lot of water will have flowed under the bridge before we reach that point. Unfortunately we are far from merely depending on a governmental decision, or a decision from above in the hierarchy. We are also dealing with customs and mentalities, and customs and mentalities are stamped in the same mettle, whatever the society's causes, whatever the political orientations. It is a climate, a feeling, it is also the result of century upon century. The role of those men and women who have a high ideal of human dignity is simply to go faster than the others though fully conscious of the weights dragging them down.

Well, Ladies and Gentlemen, for the cause of women in this country, let us act !

Ladies and Gentlemen I am pleased to have welcomed you here.

I trust that we will now spend a few moments together. I wanted to adress

to you these words, not very short perhaps, but necessary. If I have tired some of you, I thank you, as well as those of you whom I can see and that I know well, for having overcome the fatigue of age and combat so valiantly led over the years or decades. I thank you for being here and now, might I say, after this speech and the pleasant moments we are about to spend together, that we must see to it that action is taken. You can trust me, Ladies, I shall see to it.

APPENDIX 3

DECREE CONCERNING THE ATTRIBUTIONS OF THE MINISTRY OF WOMEN'S RIGHTS

Official Journal

"Lois et décrets"

(No. 184 of 8 August 1984,
pp. 2602 and 2603)

Decree No. 84-760 dated 7 August 1984 concerning the attributions of the Minister Delegate Attached to the Prime Minister in Charge of Women's Rights.

The President of the Republic,

Upon the report of the Prime Minister,

Having considered Decree No. 84-136 of 22 February 1984 supplementing the Labour Code (Second Part: Decrees of the Council of State) in respect of the application of article L. 330-2 of the same Code concerning the Higher Council for Professional Equality between Women and Men,

Having considered the Decree of 23 July 1984 concerning the composition of the Government,

Hereby decrees that:

Article 1. Mrs. Yvette Roudy, Minister Delegate Attached to the Prime Minister in Charge of Women's Rights, shall exercise, by delegation from the Prime Minister, the attributions set forth in the present Decree.

Article 2. Mrs. Yvette Roudy shall be responsible for promoting measures designed to ensure respect for women's rights in society, to remove all discrimination against them and to reinforce guarantees of equality in political, economic, social and cultural matters.

She shall ensure that these measures are applied.

In these various fields, and in particular with regard to scholastic orientation, employment, health and vocational training, she shall guide and co-ordinate initiatives of the public authorities concerning women.

Article 3. For the exercise of her attributions, Mrs. Yvette Roudy shall call upon the services of the ministerial departments concerned and, in particular, the Delegation for Employment, the Directorate for Labour Relations, the Directorate for General Secondary Schools, the Directorate for Lycées and the Delegation for Vocational Training.

She shall be assisted by regional delegates and departmental chargées de mission.

She shall preside over the Higher Council for Professional Equality between Women and Men.

She may set up working groups and convene the officials concerned.

She shall be associated with the drawing up of any proposal which concerns the exercise of her attributions.

Article 4. Mrs. Yvette Roudy shall preside over the Inter-Ministerial Committee for Women's Rights.

She shall be associated with the activities of committees or councils related to the exercise of her attributions.

She shall countersign decrees relevant to her attributions.

Article 5. The Prime Minister, the Minister of National Education, the Minister of Social Affairs and National Solidarity, the Minister of Labour, Employment and Vocational Training and the Minister Delegate Attached to the Prime Minister in Charge of Women's Rights shall be responsible, each in his/her own area, for the application of the present Decree, which shall be published in the Official Journal of the French Republic.

Done in Paris, 7 August 1984.

François Mitterand

By the President of the Republic:

Laurent Fabius
Prime Minister

Jean-Pierre Chevènement
Minister of National Education

Georgina Dufoix
Minister of Social Affairs and
National Solidarity

Michel Delebarre
Minister of Labour, Employment
and Vocational Training

Yvette Roudy
Minister Delegate Attached to the Prime Minister
in Charge of Women's Rights